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*About Canada's Black And Caribbean Women*

# Excellence

**SUE MILLINGEN**

**Thriving on  
hard work**

**FASHION**

**Shape-up for  
spring with  
style**

**MAYOR  
ADEGOKE**

**Passing of  
a people  
person**

**TRINIDADIAN  
CARNIVAL**

**More than a  
parade**

**DR. PADMORE-ASSAM**  
**A Special  
Educator**





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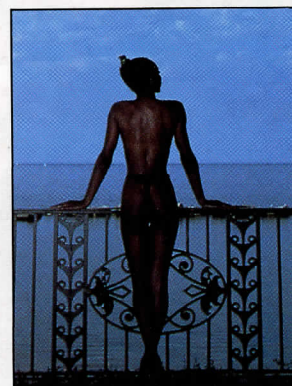
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# Excellence

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CANADA'S LARGEST ETHNIC NEWSPAPER

## EDITORIAL

When we launched EXCELLENCE about 18 months ago, a concern expressed by well-meaning, well-wishers was that by featuring two women each month we might run out of women to feature. They suggested we should feature one each month instead. We knew better. But that line of thought raised a very serious point and, in fact, justified in our minds the need for a magazine such as this.

As I have indicated, these people were well-meaning. They were proud of their new magazine and they wanted to ensure there would be enough people to feature over a longer period so that EXCELLENCE would not run out of steam, so to speak.

The point it raised was the fact that we truly do not know our own strength; we do not know our own ability; we do not realize how much we have accomplished in this society. We are really unaware of the great strides that we, as a people, have made over the years.

Of course, each one of us has a friend, or knows someone, or has heard of somebody who has done extremely well. But that one, or those few are, we tend to believe, the exceptions. That is only because we can't see the larger picture.

The decision to make EXCELLENCE a women's magazine, was a well-thought out, and carefully examined one. There was also the option to make it a family magazine which, it was suggested, would have given it more scope, a wider market, a broader range of interests.

The women's magazine concept prevailed simply because it was time, it was needed, it was deserved, and most of all, there was just too much of an abundance of talent, positive energy, and remarkable stories there in our community for us to hesitate or to try to hedge our bets with other options.

We had planned to publish 12 issues a year. We decided on 10. At that time we knew that we would easily have been able to find 24 or 20 deserving women each year. Once EXCELLENCE got going, we realized that even during our highest level of optimism, we underestimated the abundance of success stories and positive role models there really are.

As a result we added a new feature, Wint-Bauer's People, adding another three women each issue. Does that look like we are worried about running out of exciting people to write about in our community? And we still are only just beginning in Toronto. What will happen when we start to reach out to the rest of Canada?

*continued on page 44*

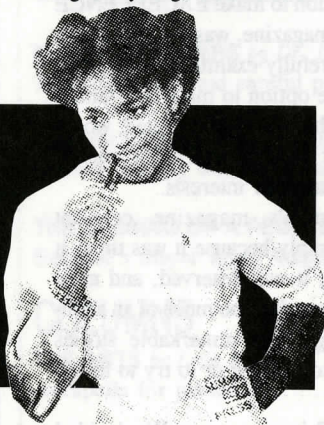
**ARNOLD A. AUGUSTE**  
Publisher



## RUSSIANS READ MORE BOOKS THAN AMERICANS

**BOSTON, MASS.:** Yelena Hanga is convinced that Americans know much less about the Soviet Union than Soviets know about America.

Hanga is a young, Black Russian



journalist who recently visited the United States on an exchange program arranged by the New England Society of Newspapers.

"Average Americans limit themselves just to reading the press, which is not always accurate or objective," she says. "Soviet people dig for knowledge not only from the Soviet and American mass media, but also from literature."

"At home, people love to set up their own libraries. One very often sees volumes of Dreiser, Hemingway and Fitzgerald on people's shelves. Children's literary heroes

are Tom Sawyer and Huckleberry Finn. Many study English and try to read modern works in their original language."

Hanga says that she didn't come across any works of Russian authors in any home she visited in Boston or Washington, except in the homes of language students and Sovietologists.

"It seems to me that here there is less interest in what's happening beyond the borders of the country. Fewer people study foreign languages than in the Soviet Union. Maybe, here they don't see the need, since so much of the world speaks English.

Yelena Hanga was full of praise for the range of top-quality clothes available in the United States as opposed to the Soviet Union. But she was also at a loss to understand why American women dressed so shabbily.

"Young Moscow women pay more attention to their everyday clothing than do their Boston sisters. Here, I often see that women wear a dress and sneakers. Of course, it's more comfortable to walk that way. But a Moscow woman, true to style, does not allow herself such an indulgence, even in rainy weather.

One evening Hanga saw some "nice girls in torn jeans" and in her innocence was sorry for them. She said she thought they were poor and didn't have money to buy new clothes.

"Don't be surprised that I take this so seriously. I'm just afraid, because after several years your fashions can reach our youth. And I will be forced to tear my favorite slacks so as not to seem old-fashioned."

## JAMAICAN WINS LITERARY AWARD

**LONDON, ENGLAND:** A Jamaican-born author is the winner of the Commonwealth Writers Prize, 1987, for her book of short stories, it was announced recently in London.

The announcement, made at a formal dinner of the Royal Overseas League, named Olive Senior for her book, **Summer Lighting**.

Attending the dinner were representatives of the Commonwealth Foundation, the Book Trust, Commonwealth High Commissioners in London, publishers and journalists.

Described as "one of Jamaica's most exciting creative talents," Senior's winning work is her first

collection of short stories. Previously she has published a collection of poetry titled **Talking of Trees**.

The chairman of the Commonwealth Foundation, Robert Stanfield, praised the high standard of all of the eight short-story writers from Africa, Canada, the Caribbean, Eurasia, south Asia and the South Pacific, but said the judges were unanimous in their selection of **Summer Lighting** as the overall winner.

Senior was born in rural Jamaica and the stories are also set in rural Jamaica. They bring to life with power and realism, issues such as snobbery, ambition, jealousy, faith and love, one reviewer wrote. "Written in vivid, colourful detail, the rich, compelling stories recreate a whole range of emotions from childhood hope to brooding melancholy."

The Commonwealth Writers Prize is sponsored by the Commonwealth Foundation in association with the Book Trust and the Royal Overseas League.

## STUDYING VENDORS

**JAMAICA:** In the Caribbean and Latin America, female food vendors criss-cross cities on foot, as street selling is an important employment sector for women. However, they work under difficult conditions, such as low income, isolation, small-quality buying (which limits economies of scale),

and virtually no access to credit.

The Department of Sociology at the University of West Indies is embarking on a study of the working conditions of 300 female itinerant vendors within the metropolitan area of Kingston, Jamaica. This research may lead to the establishment of distribution networks and assistance with wholesale purchasing. The results of this study will also be useful to women's organizations interested in this type of commercial activity.

## CANADA HELPS HAITI PRODUCE FOOD

**QUEBEC:** More than 70 per cent of Haiti's population, and the majority of them, women, work in agriculture, making it the country's largest economic sector. Yet, Haiti's harvests are insufficient to feed its burgeoning population. A host of economic and technical factors contribute to this unhappy situation. However, it is possible to help Haiti move toward food self-sufficiency by training its people to take control of its agricultural production.

Since 1977, CIDA has supported the Faculte d'Agronomie et de Medecine veterinaire d'Haiti (FAMV). Quebec's Laval University undertook, with CIDA support, to educate and retrain Haitian agricultural managers in order to create a pioneering group of teachers. They would in turn train the next generation of Haitian agricultural specialists and technicians. Laval University has also helped the FAMV redesign its curriculum (and administration) by increasing the amount of practical instruction, and adapting it to the Haitian reality and the needs of the trainees.

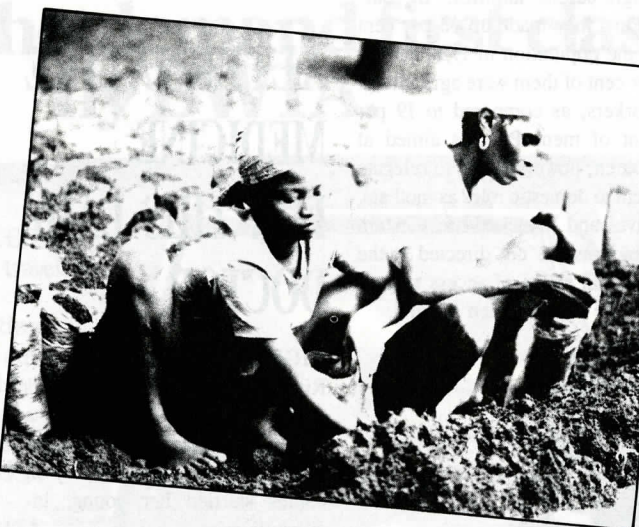
Since 1984, the FAMV, in cooperation with Laval University specialists, has made its research and researchers available for consultation with small farmers. Through research, focused on their particular needs, farmers can improve the quality and quantity of their harvests.

Courses include farm visits as well as on-the-farm training programs. Students become familiar with the daily problems of the farmers and discuss solutions with them. FAMV has established laboratories dealing with rural matters and food technology, as well as an animal rearing station.

This institutional assistance project represents more than 10 years of work and more than \$10 million in funding. But Haiti is not yet clear of all difficulties; it is impossible to put right decades of economic stagnation overnight. Nevertheless, the FAMV represents a light at the end of the

tunnel to farmers learning how to improve both their harvests and their way of life.

The Haitian economy today is an economy faced with hunger. If training people to farm better can help combat poverty in rural Haiti, Canada's contribution shall not have been in vain.



**FAMILY AND  
DEVELOPMENT  
PLANNING HAND  
IN HAND**

**KENYA:** Kenyan Vice-President, Mwai Kibaki, said in Nairobi recently that population control in Africa should go hand in hand with efforts to raise food production and eradicate malnutrition.

"Family planning alone is not the single answer to the poor health of African women and children...we must also discuss related factors, particularly food production," he said at the opening of an international conference on family planning.

Kibaki said Africa's population had grown by three per cent per year over the last 20 to 30 years, outstripping the continent's growth in food production and forcing most countries to become dependent on imports.

"What needs to be done is to discuss how to convince the leadership, political parties and non-governmental organizations in African countries to incorporate family planning in development planning," he said.

## LOWER HEALTH COSTS NEEDED

**GHANA:** African health administrators should develop strategies to help their countries reduce the cost of health services to their peoples, Ghana's Under-Secretary for Health, Dr. Mary Grant has said in Accra.

Opening the 13th West African Regional Course in Health Administration and Management, Dr. Grant said provision of modern health services required large amounts of financial, material and human resources.

She asked health personnel to examine alternative ways of organizing the delivery of health services and select priority areas

for implementation.

She advised the participants to examine the strategies for primary health care development in their countries, find out problems encountered in the implementation and make suggestions to up-date the strategies.

The eight-week course was attended by 32 participants from Ghana, Nigeria, Sierra Leone, Liberia and Gambia.



## INEQUITY ADDRESSED

**BARBADOS:** Ever since the colonial period, West Indian women working in the plantation fields have also been responsible for the home vegetable garden. Nevertheless, barely one per cent are officially classified as farm workers, even though they represent 38 per cent of the agricultural labour force.

In Barbados, where the International Development Research Centre (IDRC) is funding research on the land tenure system and the women's role in food production, it has become clear that agricultural work done by women is seen as an extension of housework, particularly during their child rearing years.

The reason for this perception is due to a division of labour which is weighted in favour of the men. The work women do on the farm is limited to what is perceived as secondary roles of varying importance, such as taking care of small animals (goats and pigs),

sowing, weeding, harvesting, in addition to the housework and the children's education.

Other researchers, from the Faculty of Social Sciences of the University of the West Indies under the direction of Professor Christine Barrow, have set out to define the role of women in food production in Barbados.

Differences between the status of men and women became obvious at once: where 76 per cent of the men grow vegetables commercially, only 60 per cent of the women do. In cattle raising, nearly one-half of the men own livestock, as opposed to just 25 per cent of the women.

It should be noted that many West Indian women are heads of single-parent families. In Barbados, they made up 43 per cent of the population in 1970, and 22 per cent of them were agricultural workers, as compared to 19 per cent of men. Policies aimed at women, however, tend to relegate them to domestic roles as mothers, wives and homemakers. Current programs are not directed at the essential rights of access to productive capital, such as land.



## NO KISSING, PLEASE

**KUALA LUMPUR:** The Information Ministry has banned kissing and sexy scenes from Malaysia's three television channels on Fridays, said Minister Mohammad Rahmat. The minister also said female newscasters on television would soon be ordered to wear scarves.

The English-language newspaper, New Straits Times, quoted Rahmat as saying that the Friday kissing ban was necessary because the government had decided that Islamic programs should be screened on that day.

## ALTERNATIVE MEDICINE FOR THIS LADY DOCTOR

**NIGERIA:** As a 12-year-old, Risikat Adigboluja was always sneaking in to watch her father, a medical doctor, attend to his patients. Not even the delivery of babies startled her young, inquisitive eyes.

Today, at 23, she has stepped into her father's shoes, after a two-year stint in India where she expanded her knowledge in the field of "alternative medicine," which, she claims, is better than Western medicine.

In India, she studied homeopathy, acupuncture and magnetotherapy. And her curatives include oil, extracts from beer, and water, which, when magnetized, could be used for treatment.

## NEW PROJECT ENCOURAGES EMPLOYMENT IN CONSTRUCTION

**OTTAWA:** A \$240,000, two-year employment equity project to encourage employment opportunities for women in the construction industry, was announced recently by Barbara McDougall, Minister Responsible for the Status of Women. The project is being funded by the ministry of Employment and Immigration.

"Employment equity is a social and economic reality," McDougall said in the announcement, which was made on behalf of Employment and Immigration Minister, Benoit Bouchard. "I am particularly excited about this project because it also complements our government's commitment to encouraging the participation of women in non-traditional occupations."

Women represent less than three per cent of the apprenticeship-trained construction workforce.

The project, which is under the sponsorship of the Canadian Construction Association (CCA), will encourage women, the trades and union organizations to promote the idea of women working in the industry. A national marketing scheme will be designed to address each of the issues seen as barriers to women's employment.

"This project is the first national sector approach to employment equity," McDougall said. "It could become a model for other sectors to emulate."

It is expected that the CCA and the construction industry will contribute services and support worth an additional \$106,000 during the two-year duration of the project.

## LOWER HEALTH COSTS NEEDED

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### Wake Up Lady

In response to Trevor Wilson's article in Through A Man's Eyes, "No More Black Men - She's had enough," (EXCELLENCE, January-February, 1988), how could you refer to your female friend as a "Prime, Grade A, First Choice specimen" when, in fact, she is just another "wine me, dine me specimen," never prepared to dip her hands into her own pocketbook.

The statements she has made about Black men also apply to some women, Black and White alike. She should never generalize in that way. How does she feel when statements are made about women in general?

There are White men who never go to the theatre. She

might end up with one of them.

If she likes to go out that much why doesn't she take the initiative and buy tickets for a night out at the Roy Thompson Hall or at the Imperial Room. He (the Black man) might just surprise her the next time with tickets for another night out.

Your friend is quick to put down Black men for not taking Black women anywhere. How many Black mothers accompany their kids to plays at the Royal Alex or the O'Keefe Centre?

Does she realize that a lot of the White men seen at the theatre would rather be at home watching TSN but it is their wives or girlfriends who have taken them out? Maybe she should try it.

Lorraine Delsol,  
Toronto, Ontario

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By Leila Heath



## ACCAPELLA FOR JUSTICE

*Foursome sings a revolutionary gospel*

Halifax....A fall Sunday in downtown Halifax. Except for the odd car, the streets are deserted...quiet. Near the Brunswick Street United Church, a kid peddles a tricycle along the sidewalk.

Inside the brightly lit church, grey-haired ladies with gnarled fingers and knotted joints wait patiently in their pews. Others, slowly stroll in. One woman nods a greeting to a familiar face. Another with Parkinson's disease shakes uncontrollably.

While they wait, church organizers move about busily. Then a hymn burst from the organ. A tall man with boyish exuberance bounds to the pulpit. He is lay preacher Reverend Flemming Holm. Holm welcomes the congregation. It's the church's 205th anniversary. The preacher says mischievously: "I've got a treat for you all." But before he will tell more he begins the evening's sermon.

There is no reason why the pulpit shouldn't address today's concerns," he argues rhetorically. "We should worship with the Bible and the newspaper," he continues. Soon Rev. Holm turns the service over to a foursome of women. They are a singing group, an accapella singing group.

The group is called "Four the Moment." Its members are Delvina Bernard, contralto; her

sister Kim, soprano; Debby Jones, also a soprano and Andrea Currie, contralto. Jones and the Bernard sisters are Nova Scotians. Currie is from Winnipeg.

For tonight's audience of worshippers, the group will sing a medley of their songs. Some are borrowed. Some are their own compositions. Songwriter Delvina Bernard opens with a greeting. Then, she blows a note from her pitch pipe. Their first is a musical adaptation of "Dream Variation," by Afro-American poet Langston Hughes, followed with "I Love You Woman," which was penned by Bernard. That is followed by "Inkululeko Iyeza" (Freedom is Coming), a tribute to slain South African activist, Steve Biko.

Rev. Holm wasn't joking when he said the evening's anniversary service would be about revolutionary gospel. The white-haired ladies in their Sunday best are transfixed. Four The Moment's accapella style and its socially charged repertoire is steeped in gospel and much more.

Delvina, the group's founder, sports a Grace Jones-style afro. After the concert she tells me about growing up singing accapella without realising it. She says she remembers that as a girl belting out gospel songs at weekly prayer meetings there was never any music. "Who knows

anything about accapella?" she asks jokingly.

"But seriously," says Currie, attempting her own explanation of their sans instrument act, "women speak out of silences and with Four The Moment, the silences are part of the music." Delvina adds simply: "It's so nice not having to carry around instruments...not having to bother with lessons."

However they explain it, Four The Moment has been blending its unique musical style for close to six years. When they first got together, it was to be for a short time, in fact to participate at an anti-Klan rally aimed at showing the KKK they were not wanted in Nova Scotia. With that mission accomplished, Delvina says, the group just continued. For the most part, she adds, the direction they have taken has been uncharted and without much planning.

That doesn't seem to have mattered. Four The Moment has taken its music and its social message to audiences like those old ladies at Brunswick Street United. They have also played Ottawa's National Arts Centre. And twice so far, they have flown to Vancouver - once to that city's Folk Festival, and in 1986, to Expo.

Look for their first album "We're Still Standing" in the record stores.

**Leila Heath is a freelance writer.**

## TIME OUT

*For a mental health break*



By Maureen Roach-Brown

"Mommy, I said I want some juice, NOW!"

The strident voice of my three-year-old daughter pierced through the sound of the blaring television set and well above my husband's equally incessant demand of whether or not I knew where a certain phone number was. Irritation rose to my throat. How many times have I told her to say "please." And how many times have I told him to keep track of his own numbers.

But there wasn't even time to get angry. It was 6:45 on a Monday night and I wanted to finish the salad I was making so I could call some friends I had been promising to call for weeks. I also wanted to read to Jessica, to prepare some information for my women's committee....

I would bet next week's lunch money this is a scene that is repeated many times between 6 and 10 p.m. every evening in

Toronto households. Rushing home from work, we (or our mates, for those of us who do have mates) grab the children at the sitter or school...arriving home to face what may be the most daunting four hours of the day yet. What do I do first? For that matter, whose need do I meet first?

Do I shed and hang my winter gear **before** or **after** heeding that little voice that reminds me (this time it sounds like a warning): "Mommy, my pee is coming down!" Do I abandon my visions of creating a Madame Benoit special I read last night in a cook book in favour of Hurry Curry? Do I try to squeeze time out for my poor nails that seem to beckon: "Manicure us!" every time I glance at them? Or do I do what I know I should be doing after three weeks of procrastination - write grandma and the folks back home to let them know that I am still alive (albeit barely at 6:45 p.m.)?

Mind you, it's not always a case of a bum of a husband who is sitting with his feet up in front of the television set. (Although we all know the propensity of our men to do that.) Sometimes he's busy, himself, giving our daughter a bath or straightening up the bedroom. After all, we did leave home at 6 or 7:30 that morning to drop Jess off to school. Or am I the only less-than-perfect housewife?

It's just that somehow, once we women have opted to become full time members of the workforce, we too often forget the bewildering legacy of "little roles" that add up to BIG TIME ROLES, especially when compressed between 6 and 10 p.m. on weekdays, not to mention the hectic weekends. Amidst all this we somehow manage to plan schedules that include time for everyone...except ourselves. No wonder supermom traded in her brief case and fled, the monster Burnout in hot pursuit.

Think of some of the "little roles" we all assume without second thought. Who usually remembers so and so's birthday? Who most often scrambles from mall to mall after work determined that neither of you should fall prey to tattlers on Saturday night when you show up at the party in the same old gear? To whom does it usually (and I say usually because heaven knows there are exceptions) matter whether the children show up at school coordinated or looking like Raggedy Ann and Raggedy Andrew?

Amidst the multiplicity of roles our many relationships confer on us, we should perhaps every now and then do what my friend, Barb, did one night. She took a Mental Health Break. Plunking the screaming baby on the lap of a bewildered husband, she took her keys and went for a walk. Where

did she go? To Loh's Sinfully Delicious Ice Cream.

Did she sit there fuming or preparing explanations for her husband? Nope! She simply enjoyed one of the most sinfully delicious sundaes ever and daydreamed. When she got home the baby was meticulously bathed and powdered, the remains of her version of Hurry Curry were meticulously scraped into the garbage, the kitchen had been meticulously cleaned, with one exception...the dishes were meticulously stacked in the sink.

"Oh well, you can't win 'em all," she thought, as she glanced at them and at her husband's "but I was going to get to them later" expression. He gave her some funny looks for the rest of that night, though.

It occurred to her, Barb told me later, that she should have given the poor man **some** explanation. But by that time she was already enveloped in a delicious blanket of sleep, body and soul in perfect relaxation with little thought to whether or not he did get around to doing the dishes.

"Maybe, tomorrow," was the last thing she remembered thinking just before she fell off to sleep.

**Maureen Roach-Brown is a writer and regular freelance contributor to Excellence.**



# THE SPIRIT OF CARNIVAL

MUCH MORE THAN A GREAT PARADE

BY ARNOLD A. AUGUSTE

It has been called the "Greatest Show On Earth" among other things. In fact writers, broadcasters and other commentators have exhausted the adjectival phrases that would attempt to describe carnival in Trinidad and Tobago. And the reason is simple. It is not something that can easily be described. It has to be experienced.

For one thing, there is a special sense of occasion, of event - a kind of exhilaration that descends on the entire country and pervades the atmosphere with a high level of energy and excitement for weeks leading up to the actual carnival.

For many people in Trinidad and Tobago, carnival is a year 'round affair. As soon as the final curtain falls on the festival at midnight on Carnival Tuesday, the planning begins for the following year. These people are the heart and soul of the event, the people who make it work. For most others though, carnival really begins just after the Christmas holiday season (the first week of January) as the calypso tents, the mas camps and the steelband yards open.

The calypso tent is really just any large hall where a group of calypsonians perform nightly under the same banner. Two of the most famous are the tents run by the commonly acknowledged "Calypso King of the World," the Mighty Sparrow, called the Sparrow Young Brigade and by Lord Kitchener, who is commonly referred to as the "Road March King of the World." His tent is called the "Calypso Revue." The "Road March" is the calypso that is played by more bands than any other, especially when the

bands go before the judges during the carnival parade. Kitchener has had more of his calypsoes chosen by the bands over the years. Another major calypso tent is the "Spectacular Forum," which also features many of the country's top calypsonians.

As the season heats up, any two tents would get together regularly in friendly rivalry in what is referred to as a "Clash of the Tents" at the local stadium or, more often, at the Queen's Park Savannah where the stands, usually reserved for horse racing enthusiasts, provide the necessary seating for the extremely large crowds.

The "mas camps" are the headquarters of the various carnival bands. That is where one would go to get a glimpse of the splendour that's about to happen. That is also where one would choose and order the costume they like if they wished to play mas. It's really quite open and anyone can play in any band they liked. Costumes are chosen from colourful sketches and drawings. Many overseas visitors, including former nationals of Trinidad and Tobago as well as North Americans, Europeans and West Indians from other countries, participate in carnival (some do every year) and they either have to go in to Trinidad early enough to get a good choice or have a friend choose a costume for them.

The steelband yard really is just that - a large yard, sometimes covered, where a steelband, many boasting more than 100 players, rehearse the melodies and their special arrangements of the popular songs (mostly calypsoes), both for the big steel-

continued on page 12



The Splendor of  
Carnival



Carnival  
is  
colour

The STEEL PAN is  
said to be the only  
new musical instru-  
ment created this  
century. (It was in-  
itially made from  
discarded oil  
drums.)

Masqueraders on stage  
at the Queen's Park  
Savannah, Port of  
Spain.

# CARNIVAL

continued from page 10

band competition, Panorama, and to play during the parade on the streets on carnival days.

Not only is this aspect of the pre-carnival activities a lot of free fun, it also affords the spectator a better insight into the genius of this 20th century musical marvel, the steel pan. To watch a group of young Black men and women stand for hours beating out the tenderest of tones and the most vigorous of melodies on an instrument cut out of a simple steel drum, is an experience in itself, one that swells the chest with pride and brings a tear to the eye.

The pre-carnival activities also serve as an indicator of what is to come - the calypsoes that will top the charts, the steelbands that will lead the way, the carnival bands that will take charge. As with everything else though, there is always room for the dark horses and upsets.

Another major part of the carnival season are the many parties, both day and night parties, that are held everywhere during the weeks leading up to the carnival, with each attracting huge crowds as the excitement builds. On carnival Sunday night, the partying goes non-stop right through to Monday morning and J'ouvert. That's when the first of the bands take to the streets, with revellers dressed in old clothes of every

description, and some without description, and making fun of everything from politicians to the latest news reports. Nothing is sacred, except religion. They are not allowed to make fun of any of the country's many religions.

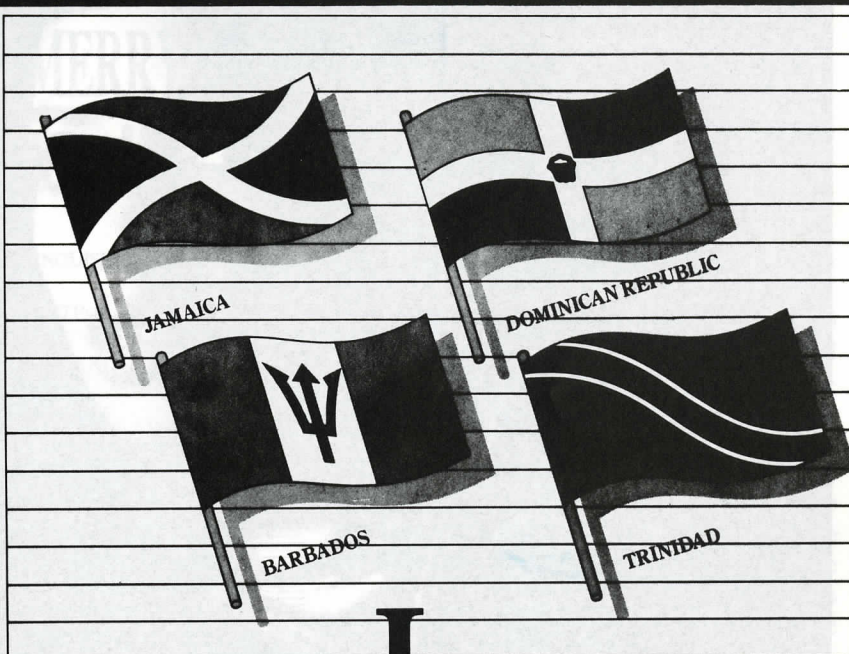
Many visitors, even former nationals of Trinidad and Tobago, miss out on a lot because they go into the country just prior, and too close to carnival. Oh, they get their money's worth, mind you, because the weekend of carnival, the Friday, Saturday and Sunday, then the J'ouvert and the two days on the streets, Carnival Monday and Tuesday, are enough to wear out the best of us and to satisfy the most demanding reveller. However, if you really want to soak in that spirit, and feel the energy deep down within, the kind of energy that will stay with you right through the harshest of winters, try to get in a little earlier next time.

As I suggested before, carnival in Trinidad and Tobago is beyond description. You have to experience it. Once you do, and if it's your thing, no one will have to convince you to return year after year.

Carnival is held each year on the Monday and Tuesday just prior to Ash Wednesday. For 1989, carnival will fall on February 6 and 7. That's quite early. It usually falls later in February or even in March. Now here's an idea. If you can spare the time, why not go for Christmas and stay on for carnival. It is never too early to start making your travel arrangements because airline seats sell very quickly for carnival. Although Air Canada and BWIA provide extremely good service, the number of seats available are still limited.

Your travel agent, especially one who specializes in the Caribbean, will be able to make all your arrangements including return airfare, hotel, motel, guest house or bed and breakfast accommodation, and a rental car, if you need one. It really does not have to be very expensive either, if you plan properly.

A word of warning: The sun can get very hot, especially if you are going to be jumping up (dancing along) in a band or even if you just stand on the sidewalk and look on. Be prepared. The physical activity may also be a little more than you are accustomed to. If you plan to play in a band on carnival day, do as the locals do, start jogging and getting in shape early. And finally, as with any crowd intense situation, secure valuables and cash. Don't let carelessness ruin your carnival holiday. ■



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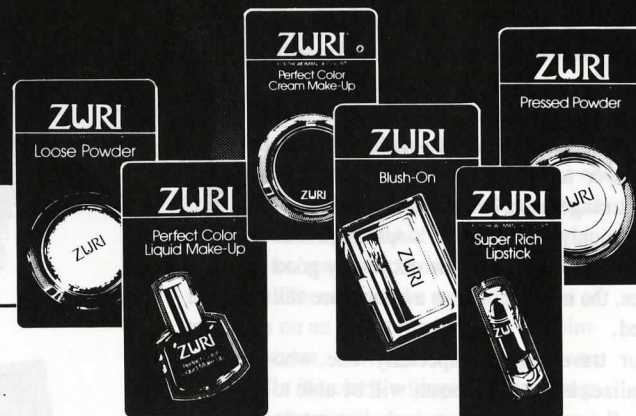
  
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WINT-BAUER'S PEOPLE

## MERRYL CHIN

### Enjoying life a priority

MERRYL CHIN OWNS HER OWN TRAVEL AGENCY, DISTINGUISHED TRAVEL SERVICE, IN SCARBOROUGH, ONTARIO, WHICH SHE OPENED IN 1979, PUTTING TO WORK FOR HERSELF, HER MANY YEARS OF EXPERIENCE IN THE TRAVEL BUSINESS, AND HER EXPERIENCE FROM HAVING LIVED IN A NUMBER OF DIFFERENT COUNTRIES.

It is the Saturday before Christmas, so we meet early in the morning at her home. The living room is decked out in festive red and gold, while plants, badminton trophies and oriental embroidered pictures complete the decor.

This diminutive dynamo sweeps around, getting her morning coffee -- a study in perpetual motion.

A native of Guyana, Chin migrated to Trinidad at age 11 with her parents, then later to England. There she met and married a Jamaican and moved to Jamaica, where she lived for nine years before coming to live in Canada.

While in Jamaica, Chin worked for British Airways, in reservations, ticketing and doing agency reports. She later worked for a travel agency in Montego Bay, finding it more interesting and challenging than working for one airline. Consequently when she came to Canada, she wanted to work for a travel agency, but the salary being offered was inadequate so she returned to secretarial work, and worked as a part-time travel representative.

It was during this time that a travel agent she dealt with told her the agency was looking for a travel counsellor, and offered her a good salary. Working with a travel agency in Canada was quite different from working with a Jamaican agency, with its different systems and methods. However, within two years Chin had learned everything. A co-worker suggested a partnership in their own agency, but she turned down the offer. She



was not ready at that point, but later, in partnership with her brother, she opened Distinguished.

In the early days Chin maintained a private secretarial job as well as the agency, but not for long. The agency's paperwork was too demanding. Eventually, her sister came to work for her as her secretary, a job she still holds, and the staff has grown with five other full- and part-time employees.

Merryl Chin feels strongly that her job is one of service to the public. She is very conscious of the fact that she is selling a product that many other travel agents are also selling, therefore she has to make sure that the service she offers is better than other agencies. "I have to live with my conscience," she says. "It plays a great role in my activities. If I feel something's wrong I will try to correct it. I'll try to facilitate my clients wherever possible. Even if they're only going to Buffalo, each client is as impor-

tant as any other." She admits to being a perfectionist when it comes to her business.

It is quite a feat to juggle single parenthood with one's own business. This 40-year-old mother achieves this by separating her professional and personal lives. She does not bring work home at all, unlike many self-employed people. She comes home each day and spends time with her children over the dinner hour, then, if there is still work to be completed, she returns to her nearby office rather than work at home. In the early days of the business, Chin spent more time on the job, depending on her very Caribbean extended family in Toronto. However her son, Desmond (19), and daughters, Trisha (17) and Ginny (13) made it clear to her that they needed more of her time.

As busy as she is with work and home, Merryl Chin finds time for extra-curricular activities. She plays badminton and was once mixed doubles champion. In 1983-84 she was president of the Caribbean-Chinese Association, which brings Caribbean people of Chinese extraction together for cultural and social activities. During her tenure, Chin tried to bring the association into closer contact with other West Indian associations under a proposed umbrella organization, but this did not materialize.

The constantly moving Merryl Chin enjoys the fast pace of Canada. "I love to go to the West Indies for holidays," she says, "but I couldn't live there again. The pace is too slow for me, and I like the efficiency of Canada." She does not mind the Canadian winter at all because she has learned to ski, as have the children. But each year she makes sure that she goes to Trinidad for Carnival, taking the children with her.

Merryl Chin's personal philosophy is to make the most of her life. "We only have one life to live," she says, "and for me enjoyment is as much a priority as work. I don't need to be a millionaire to enjoy life."



## HAROLD HOSEIN

### And now for the weather

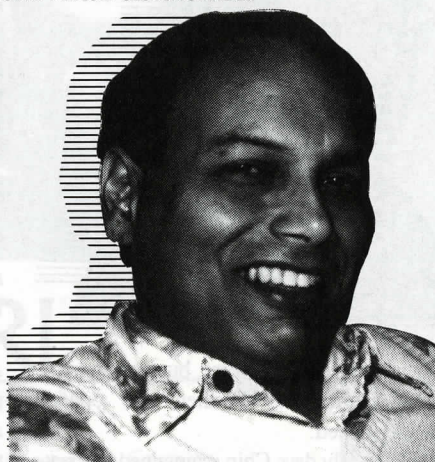
HAROLD HOSEIN IS A WEATHERMAN. HIS IS THE VOICE YOU OFTEN HEAR ON TORONTO RADIO STATIONS ADVISING YOU TO CARRY THAT UMBRELLA, OR TO WATCH OUT FOR THE WINTER STORM THAT'S COMING IN FROM ONE PLACE OR ANOTHER.

This native Trinidadian is a meteorological technician working at the Toronto Weather Office at Lester B. Pearson International Airport. Ironically, it was Hosein's childhood ambition to work at an airport, but he had envisioned himself as a pilot.

Hosein, in fact, entered the weather-forecasting business quite by chance. In 1967 he was looking for a job, when he walked into Union Station and saw an advertisement for jobs with the "Met" service in the Arctic. Hosein joined the service, but never went to the Arctic once he realized what it would really be like. He knew that was not for him.

In order to become a meteorological technologist, Hosein took an initial four-week course in Ottawa, followed at intervals over the years by various upgrading courses.

He now gives telephone advice on the weather to people from all walks of life coast to coast, including sailors, pilots, motorists and skiers. He also advises the news media, and does live weather forecasts daily on Toronto's CJCL, through his own company, Media Weather Services. This company, which he operates with his wife, Florence, acts as consultant for special events such as sports events, and in 1987 was the official adviser to the Blue Jays for all their home games. "We kept them abreast of the weather," says Hosein. "We advised them how long to delay a game, when to restart,



whether to put down the tarp, when to pick it up. Once we had to get everyone off the field quickly - it was before the spectators had started to come in - because there was a major storm moving in." In fact that storm was a tornado that touched down at the Toronto Islands, near to the baseball stadium. It picked the tarp up off the field and lifted it high up into the stands before dropping it. Hosein says he had quite a time convincing the visiting team that he was serious and that they should vacate the field in a hurry.

When the special groundbreaking ceremony for the new dome stadium was being held up by rain, organizers were in a quandry. But Hosein came to the rescue. He was able to predict exactly for them a short break in the weather that would allow them

to hold their ceremony. Just as he predicted, the showers stopped briefly. They were able to hold a quick ceremony and then get back inside because, just as he also had predicted, down came the rain again.

According to Hosein, the weather business is fascinating. "It's always evolving," he says. "It's challenging, because we have to try to figure out what's going to happen next, but we don't always have all the facts. Now becomes history very quickly in this business."

He finds it rewarding to advise people, and in the course of a quiet day he will take 50 to 60 calls, while on a busy day he will field 200 calls in 12 hours. "Of course, people blame me for the weather all the time," Hosein says. "It's always your fault if the weather is bad. In this business you can never be right for all the people because each person has a different requirement, or a different understanding of the facts."

Outside the realm of weather forecasting, this 47-year-old father of two daughters is involved with the Naparima Alumni Association, a Toronto-based group of alumni from a number of schools and colleges in the Naparima area of southwestern Trinidad. Hosein helps to organize various events, works on the newsletter, and helps to recruit new members. Beyond that, his spare time is taken up to a large extent with the cottage he is building, doing most of the interior work himself. He says that although he is very busy, he has room in his life to take on other projects, and would particularly like to write articles to encourage young people to enter the meteorological field.

## DELORES LAWRENCE

### She saw a need and filled it

SHE IS, BY PROFESSION, A REGISTERED NURSE WITH A SPECIALTY IN INTENSIVE CARE.

SHE IS, BY VOCATION, THE OWNER/MANAGER OF NURSING AND HOMEMAKERS INC. (NHI),

AN AGENCY THAT SUPPLIES TEMPORARY NURSING STAFF TO HOSPITALS AND NURSING

HOMES IN THE METROPOLITAN TORONTO AREA.

When I finally got to see her, it was after business hours. But in the spacious, uncluttered office in Agincourt, Ontario, the phone kept ringing. Delores Lawrence, and her assistant, Janet, had to continue to deal with a variety of situations. Janet's patient husband waited in the lobby so she could handle the phones while I interviewed Lawrence.

Delores Lawrence is a woman of vibrant energy. Her eyes sparkle and dance - she clearly enjoys her chosen career.

Lawrence worked at Toronto's Sunnybrook Hospital for six years where she was responsible for every aspect of the evening shift, being the first point of call in case of emergency such as a fire. She had to be a manager, and in fact studied business administration at York University.

"In terms of organization, I am good," she says confidently. "I can time manage, manage my staff, and do my own accounting."

While at Sunnybrook, Lawrence came to understand the problems that can arise when a nurse calls in sick for a shift. If a replacement is not found, that staff shortage could create problems, not least of which is the inability to provide proper patient care for that shift. She began thinking about that and came up with an idea. She would provide a service to assist hospitals with this problem. And so, she founded NHI three years



ago. Currently there are some 1200 registered nurses (RNs), registered nursing assistants (RNAs), and health care aides on her roster. And according to her, NHI is the first Canadian company to offer this service. (There are similar US-based companies operating in Canada, she says).

Until February 1987 when she left her hospital job, Lawrence worked two shifts each day - in the morning at NHI getting it on its feet, and in the hospital in the evenings. She wanted to be sure the business was on its feet before she left her full time job. "As it is, we're growing so fast the bank can't keep up with us."

Running one's own business is notorious for being time consuming, and this case is no different. "The business takes away from

my personal life," she admits. However, her 13-year-old marriage and two daughters are top priorities in her life. Both she and her husband have made concessions and compromises in their business lives so as to accommodate home and family. Although he works 12 hours a day, seven days a week, Lawrence's husband shares the parenting role. One parent is always home when Lisa and Heather (nine and seven) get home from school. "He's cooking supper now," Lawrence says, with a proud sparkle in her eyes. On Sundays she emphasizes the family's Jamaican culture. She cooks Jamaican foods and makes sure that her children understand their cultural heritage in the midst of their Canadian cultural environment.

Delores Lawrence claims not to have much time for hobbies. However, she reads books on meditation, philosophy and the Bible, and she helps her daughters with their piano lessons. She also plays squash and tennis, is a member of a fitness club, and loves to party. "I would party every weekend if I could," she admits gleefully.

In addition to running her business and her home, Lawrence is involved with the Black Business and Professional Association in Toronto and teaches cardiology nursing on an *ad hoc* basis through the Canadian Council of Cardiovascular Nurses.

Lawrence is now planning an exciting offshoot of NHI. She is currently qualifying herself as a travel counsellor, the first step in putting together a program of guided international tours for groups of seniors, with qualified nurses doubling as tour guides.

Delores Lawrence's energy leaves one breathless, but she approaches life with such verve that her enthusiasm is infectious.



## SHERENE SHAW

### Setting her sights

FROM PAGEANTS TO POLITICS, FROM CARIBANA TO CAMPAIGN MANAGER: THIS IS THE UNUSUAL ODYSSEY OF THE LIVELY AND ENERGETIC SHERENE SHAW, BUT ONE THAT, ON REFLECTION, MAKES PERFECT SENSE.

Shaw is executive assistant to Tony Ruprecht, Parliamentary Assistant to the Ontario Minister of Citizenship. As such, she works closely with him, and is able to make a contribution to the political decision-making process, particularly in the fields of multiculturalism and race relations - Ruprecht's specialties. Shaw also looks after his media relations, produces his publications (brochures, etc.), and on occasion represents him at functions.

Sherene Shaw's interest in politics is not recent. She has been concerned about race relations and multiculturalism for many years, and is a member of the Black and Caribbean Liberal Association, the Parkdale Young Liberals, and the Black Youth Leadership Development Group. In 1987 she was campaign manager of Tony Ruprecht's highly successful election campaign.

There are those in the Black and Caribbean community who will no doubt be surprised that Shaw has entered the political sphere, for she has been highly visible over the past few years in connection with Toronto's annual Caribana festival. She was Miss Caribana in 1980, and has been the assistant producer and on-air presenter of CBC's live national telecasts of the Caribana parade for the past three years. She was also guest co-ordinator and researcher for "CBLT Morning" on Toronto's CBC-affiliated television station, and later was CBLT-TV's weather person on both the 6 p.m. and 11 p.m. newscasts. From 1983 to 1985 Shaw co-produced "Carib Beat," a magazine show on



Graham Cable Television, while her company, Gypsy Magic Productions, produced a variety of fashion shows and pageants for various shopping malls.

Her present position is a fitting setting for Shaw to apply the skills she has acquired over the years, both in the realm of race relations and multiculturalism, and in the media. "It's an opportunity to use what I've learned," she says, "and this job will give me skills I can use when the time comes to move on. It's all a building process, and it makes us who we are." And Sherene Shaw thinks she may want to be a politician in the future.

Shaw has always been involved in a number of different activities. Even in high

school she took night courses and was constantly busy. "I've never been out of school for more than a year," she says. "Right now I'm taking conversational French, and last year I took West Indian History and West Indian Culture at the University of Toronto. I don't like to be idle," she adds.

To Shaw, life is a sacrifice: "You have to be willing to work hard for what you want in the end." Her parents, who migrated to Canada from Guyana when Shaw was 10, have a similar drive. "They came with a dream of a better life for their three children," Shaw says. "It wasn't easy for them, and we, their children, must not forget what they went through for us. It's up to us to carry on what they started."

When she is not working or learning, Shaw likes to "go south to rejuvenate." She feels that travel is the best way to learn how others live, and usually travels by bus for that reason. She plays the piano, having started lessons again a few years ago. She lives with her 17-year-old cat, Spot, and would also like to get a parrot. But working, and being curious, and constantly learning, occupy most of this energetic woman's time.

She recalls a discussion with former citizenship court judge and long-time Black community worker, Stanley Grizzle, who told her: "You have got to know your past before you can understand where you are going." Sherene Shaw's mission today is to carry on the fight against the negativism experienced by many visible minority groups. "People like Stanley Grizzle worked hard for us in this province and now it's up to us, younger ones, to make sure their work was not in vain."

## SUE MILLINGEN

### She thrives on hard work

IT IS A BLISTERING SUMMER MORNING as I arrive at the modest brownstone building at the corner of Church and the Esplanade in Toronto to interview Sue Millingen, vice-president of the communications division of Tri-Care Services, a company that administers benefit plans for the insurance industry.

Moments after arriving, a very attractive woman greets me, looking remarkably fresh in spite of the wilting heat. Wearing a comfortable, yet business-like outfit - black dress and loose white jacket - and sporting a close-cropped hairstyle, she announces: "See? I left my halo at home." This was in reference to my calling her 'Saint Sue' during our telephone conversation, which I was prompted to do after hearing her friends speak of her in tones of respect usually reserved for royalty or esteemed religious leaders.

Today is relatively calm for Millingen. The previous week consisted of a series of carefully scheduled "pit stops" ("I was in and out of the car nine times a day," she says) as she raced to meet an important deadline. She is clearly relishing this Monday morning respite in what is usually a hectic workday. She says she does not get to enjoy many such moments, but has learned to savour them when they do come. Not that she is afraid of hard work. On the contrary, she thrives on it.

Sue Millingen did not always see herself in her present career. Ten years ago, her sights were aimed at a much slower-paced lifestyle. "I had always wanted to be a kindergarten teacher," she confesses. This statement is not surprising coming from a woman whose forte didn't seem to include the ability to predict her own future. One soon learns that Millingen's career has not been a carefully charted expedition to the top of the corporate ladder, but instead, has consisted of a series of interesting detours, as, for example, her entry into the insurance industry. What started simply enough as a summer job, would eventually become a 14-year career.

Born in St. Andrew's parish, Jamaica, she was brought, with her family of one boy and three girls, to Toronto when she was three years old. Later, the family moved to Scarborough. It was a time, she recalls, when few West Indians lived there. A child of parents who always took pride in her academic achievements, Millingen

admits to experiencing some racism from other children, but this never diminished her desire to be the best she could be. Such prejudice, she says, has not been a factor in her career. "I've always been treated fairly and

*"I've always been treated fairly and been given everything I deserved. I've never been discriminated against on the basis of colour."*

*continued on page 20*

BY TRACEY BIGGS



continued from page 19

been given everything I've deserved. I've never been discriminated against on the basis of colour." She concedes that in the course of her work, which includes contact with predominantly White, male heads of corporations, what little discrimination evident is more as a result of her being a woman in a corporate world than of her being Black.

Millingen allows that she never made a conscious decision to pursue an insurance career. Graduating from Grade 13 at Cedarbrae Collegiate in Scarborough, she decided to work for a year before entering the University of Toronto. She found a job, working with statistics, in the actuarial services department of the Independent Order of Foresters (IOF), a large insurance company. Enjoying the freedom and independence that the job provided, her plans to attend university were shelved. Before long, she had spent six years at the IOF, her training ground, the place where she learned the details of the business, on-the-job.

After leaving the IOF in 1980, Millingen joined the international benefit consulting firm of William M. Mercer, where she became intrigued by the communications aspect of the business. From there, she joined another firm where, for the first time, she worked strictly in communications. She always kept her eyes open and was always ready and willing to learn, she says, but there was some planning on her part in her progression from insurance to consulting to communications. To her, communications offered the best of both worlds. "The most creative part of the insurance world," she saw it as an ideal way of combining her years of experience with her need for creative expression.

There seemed nothing but smooth sailing ahead for Millingen until a business slump resulted in a three-and-a-half-month layoff. She claims that this setback was devastating, but now, in retrospect, she views it as a blessing in disguise. "It gave me time to slow down...to sit back and evaluate. I got the chance to decide what it is I enjoyed doing." What she enjoyed doing was communications and she resolved to channel her energies in that direction.

Re-entering the work force with yet another consulting firm, Millingen was soon presented with an opportunity that proved too good to refuse. Tri-Care Services Limited, a branch of the larger Tri-Care Group of

companies, was so impressed by her creativity and familiarity with their communications needs that they approached her to establish and operate a communications division for them. Always ready to take risks, she accepted.

Just as Tri-Care believed in her abilities, so too did Ellen Trotman, Millingen's co-worker who was lured away from her 20-year job with Crown Life Insurance by the prospect of helping her create the new division.

Tri-Care Services Limited acts as a third-party administrator of group benefit programs for corporations across Canada. Millingen's job is to assist various companies to present existing benefit programs or launch new ones in such a manner as to make them easily understood by their employees. This process includes everything from translating legalese into laymen's terms, to designing brochures, employee handbooks, computerized benefit statements, and slide presentations. She is responsible for all phases of this process from original concept to finished product. It is a very competitive field, so her survival depends on her ability to produce fresh ideas.

As to who some of her clients are, she will only say: "Let's just say I've worked on some very intriguing, major national accounts." Clearly, she enjoys her work and finds particular satisfaction in its creative aspect and the knowledge that she is directly responsible for helping employees better understand their company's benefit programs.

Busy as she is, Millingen manages to find time to do volunteer work for the Ontario Liberal Party, and serves as vice-president of World Literacy of Canada, a 33-year-old advocacy group aimed at promoting adult literacy in developing countries. Her involvement with this group resulted from her acquaintance with Ontario cabinet minister, Alvin Curling, who was, for many years involved with the organization and who has also served as its president. He is presently the minister responsible for adult literacy. Curling was convinced that her addition to the group would be a valuable one. After attending her first meeting, she, too, was convinced she could contribute. Immediately, she began organizing a used book sale which proved so successful it has become an annual event now in its third year. She joined the Board of Directors in 1985.

continued on page 42

## Yes! I deserve Excellence



PHOTOGRAPHER: RICARDO SCIPIO





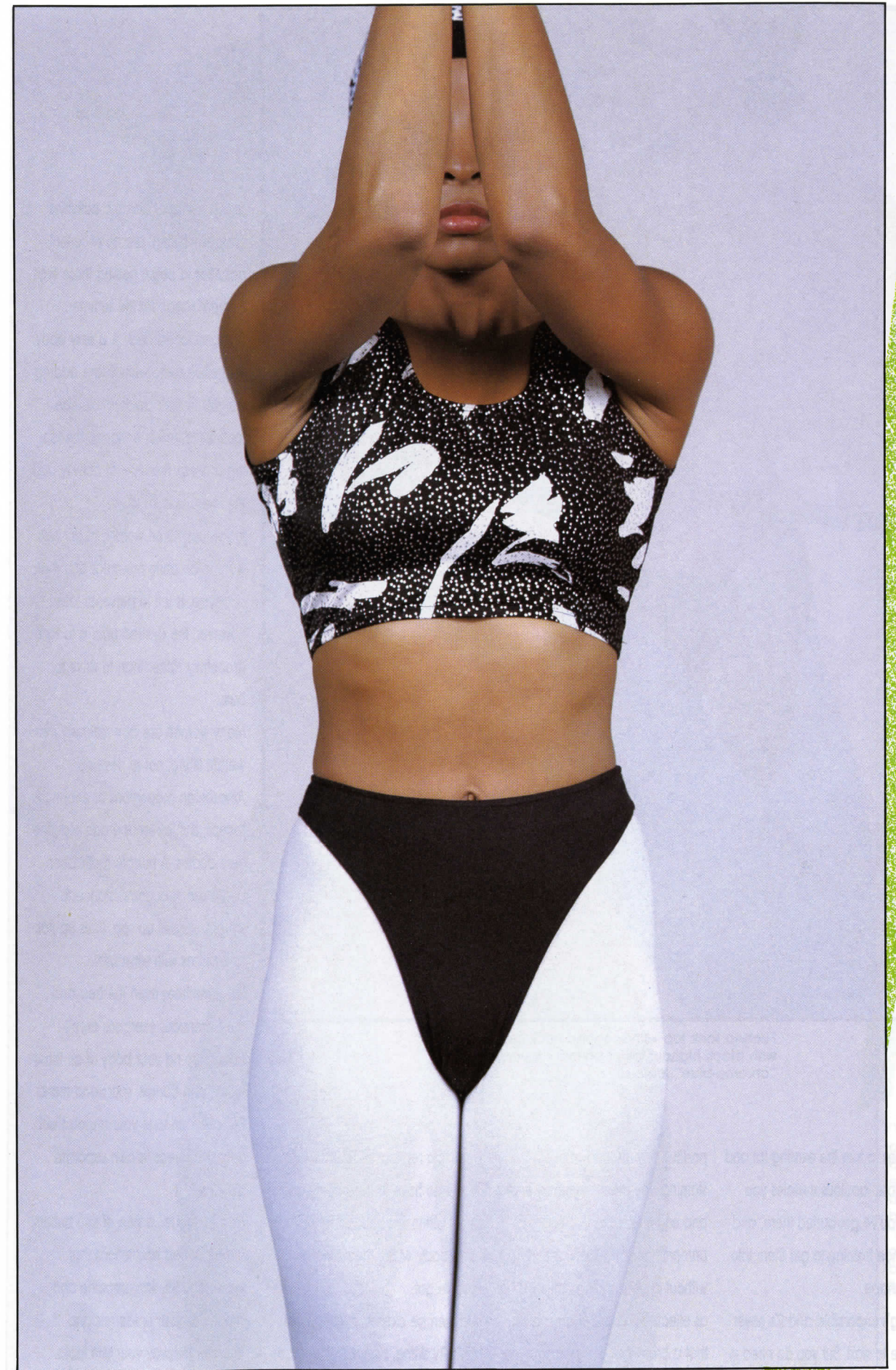
The hottest physical property to own this summer is a well toned body. It's still possible to redefine your physique with a super shape-up routine

# HOT PROPERTY

*workout with style!*

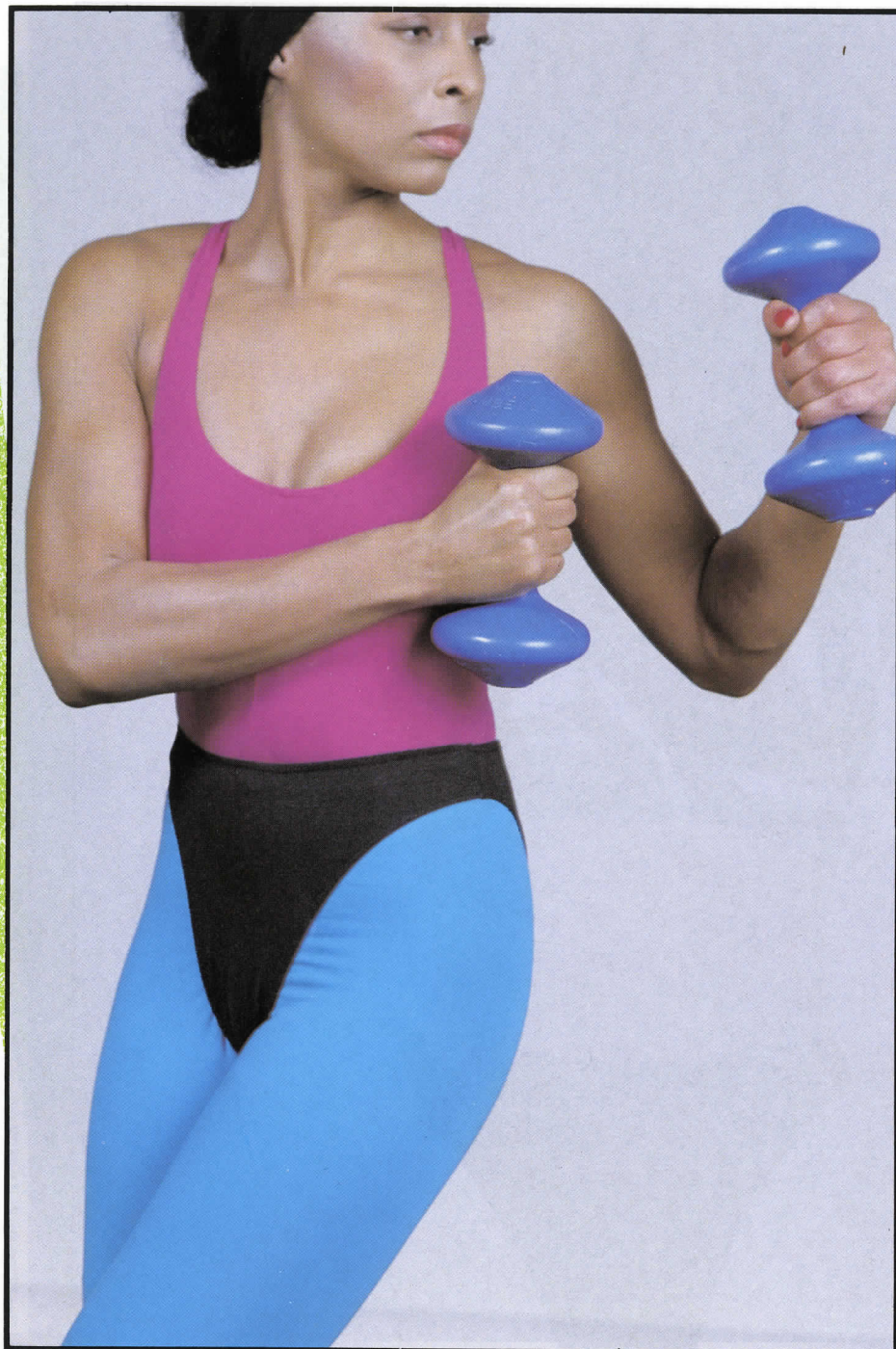
**T**he hottest physical property to own this summer? Super, sexy legs! You'll need them...with thigh-high skirts making this year's big fashion statement.

If you are dissatisfied with the look and the tone of your legs, don't be. They can be firmed up through a fat-reduced diet to keep the intake of calories at a minimum; aerobic



Black and white fitted "tank top" with free form brush strokes on black and silver "memphis-print" background is teamed with Black bikini over white leotard which adds graphic balance.





Fuchsia tank top with scooped neckline is paired with black highcut bikini bottom - layered over "chroma-blue" leotard.

and low-impact aerobic activities such as walking, are all excellent activities to begin getting those legs in super shape for the summer.

A fit and toned body is a sexy body. And while some women are adding weights to their aerobic exercise routines to further enhance the toning process, the level of activity and the intensity is up to the individual. Some women might also want to be quite muscular and that, of course, is left to personal taste. However, the desired goal is to tone gracefully rather than to strive for bulk.

Many women are also seriously into weight lifting, not to develop Amazonian proportions or enormous biceps, but to reshape and redefine their bodies. A muscle that's been put to use through resistance to weight, shapes up sag, firms up flab and pulses with sensuality.

But sometimes even the best and most strenuous exercises aren't enough to rid your body of all those lumps and bumps, scars and marks. Exercise can tone your muscles but your skin needs its own separate workout.

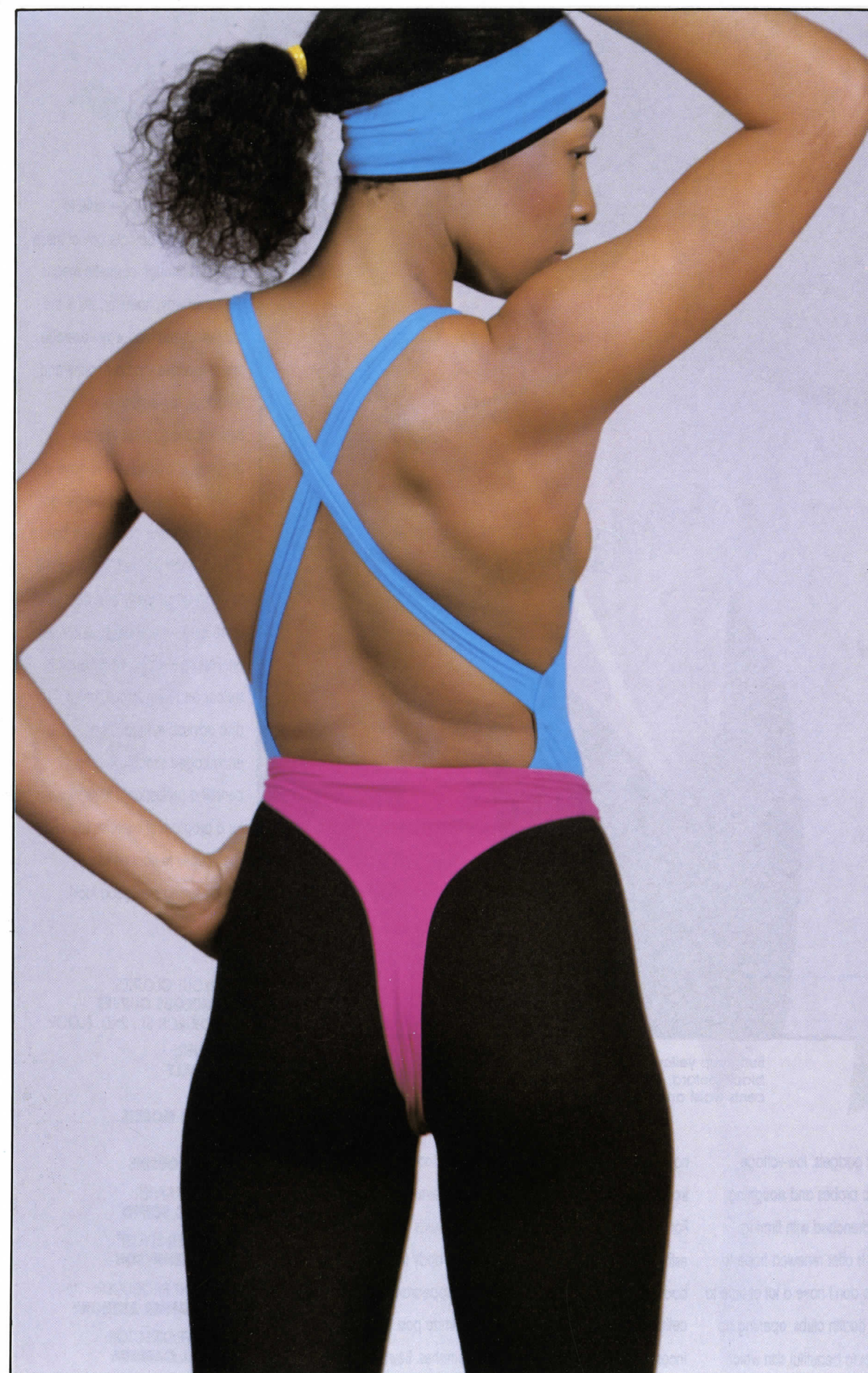
Now in vogue...a slew of skin buffers, firmers, toners and lotions that promise to lift, firm, smoothe and moisturize your epidermis and improve the way your skin looks.

exercises to trim the existing fat and tone those fabulous muscles you know you've got buried there, and resistance training to get them into great shape.

Nothing's impossible and it's never too late to start. But you do need a

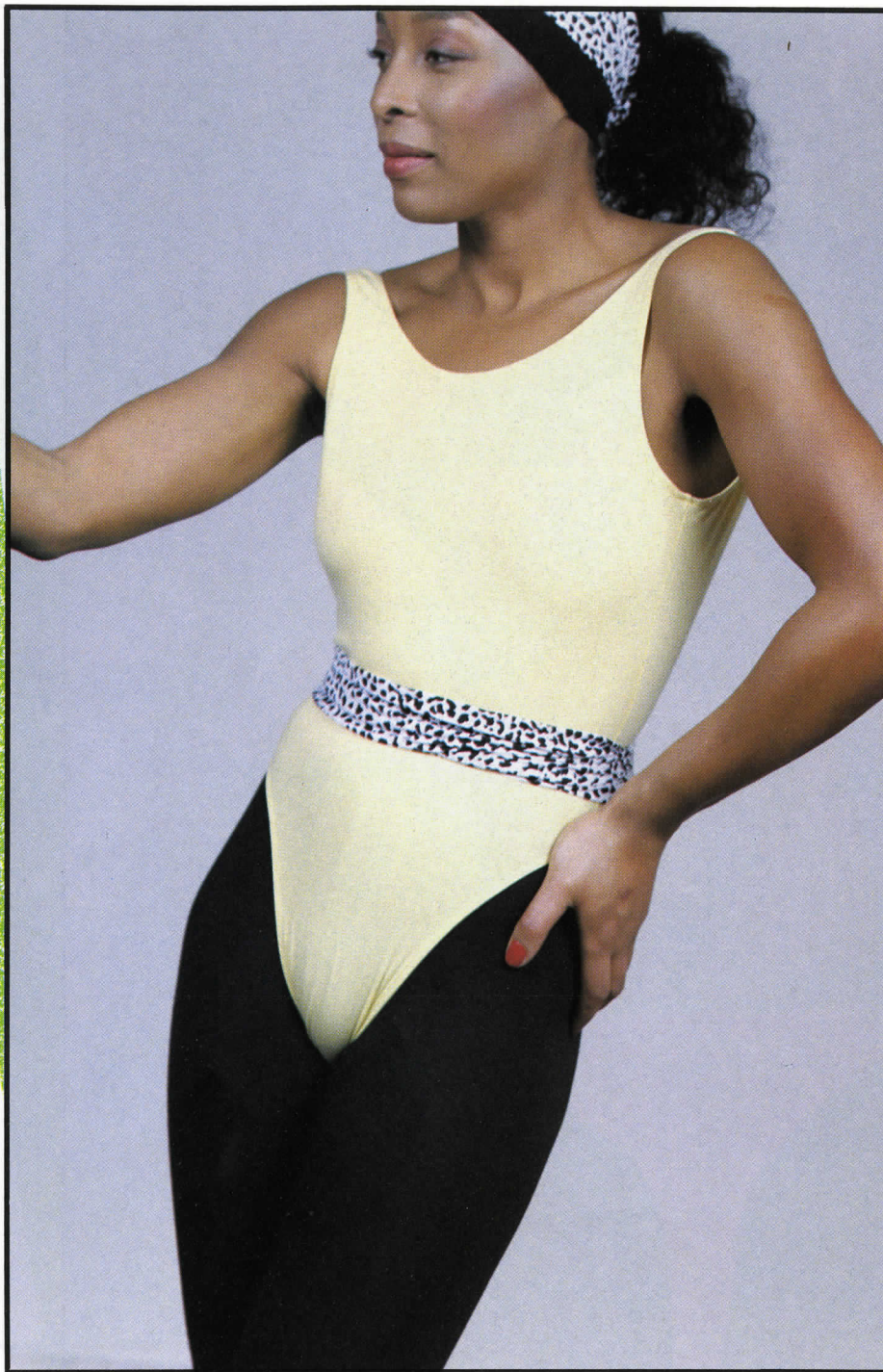
positive attitude and a lot of stamina. Too many women over-diet and under-exercise. Fat results primarily from inactivity. A diet without corresponding activity is not as effective - so dispel any notion that a crash diet will transform your

legs into replicas of Tina Turner's. You also have to be realistic and work within the boundaries of your own body. Make the best of what you've got. Dancercise classes, cycling, cross country skiing, swimming, jogging



"Chroma-blue" criss-cross exercise top enhances a well developed back. Fuchsia "monokini" is overlaid on black leotard tights.





Buttercup yellow body suit is sparked by dramatic black leotard, black and white leopard print accents waist and headband.

Vibrating gadgets, low-voltage electronic probes and sloughing creams, drenched with firming ingredients offer renewed hope to those who don't have a lot of time to spend at health clubs, opening up new roads to beautiful skin which

now seems only a few short treatments away. For fast inches off - some major esthetic salons now offer body-shaping, skin-tightening, cellulite-reducing treatments that incorporate body wraps using

mineral-soaked elastic bandages that claim to help remove toxic body-fluids. High tech skin treatments and "body facials" can help reduce the appearance of stretch marks, minimize post surgery scars and blemishes. Beware, however, of

salons that claim to be able to permanently eradicate any of these problems through cosmetic means. The surest way, however, still is the old tested and tried way - exercise, lots of exercise, and a healthy and nutritious, low-calorie diet. Before starting on an exercise program, it is advisable to have a medical check-up and get the go-ahead from your doctor. And before starting each workout, it's important to warm up properly and stretch out those muscles you are about to work on. Failure to do so could result in serious and long term injury. It is also advisable, in fact it is encouraged strongly that you consult a professional fitness expert for a program of exercise tailored specifically to your needs. Happy toning and good luck!

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HAIR:  
**MARLON MORRIS**

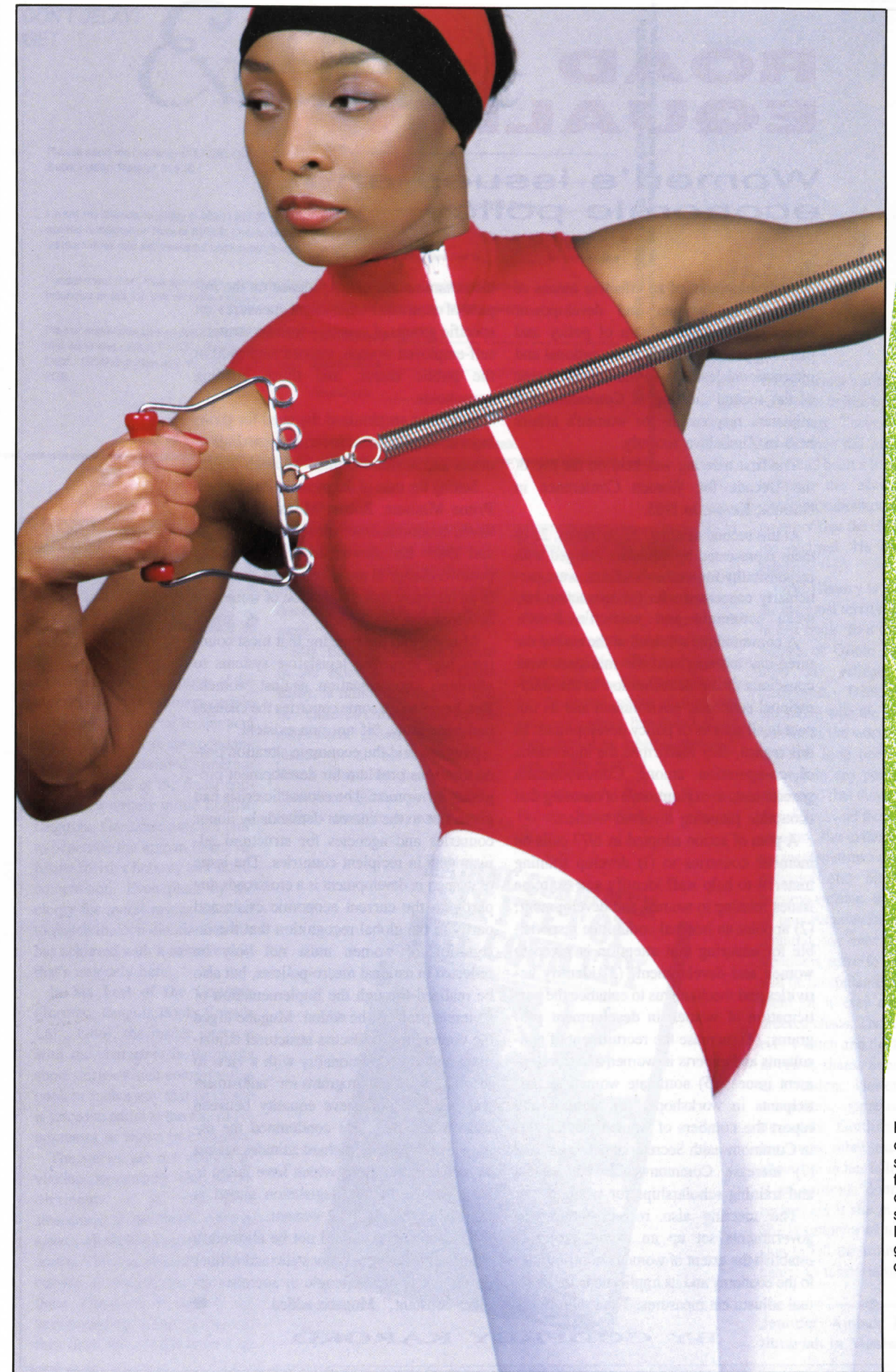
MAKE-UP:  
**LLOYD COUSINS**

PHOTOGRAPHER:  
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**ELAINE TENNYSON**

ASSISTANT PRODUCER:  
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CREATIVE DIRECTOR:  
**RAFAELL CABRERA**



High-tech red one piece body suit with white front-zippered detailing. Body-sculpting white leotard adds graphic contrast.



# ROAD TO EQUALITY

## Women's issues and economic policy

The development of an effective means of incorporating women and development issues into the mainstream of policy and planning processes, both at the national and international levels, was the central theme of the second meeting of Commonwealth ministers responsible for women's affairs held in Zimbabwe recently.

The first meeting was held on the eve of the Decade for Women Conference in Nairobi, Kenya, in 1985.

At this second meeting, 32 countries, 23 of them represented by ministers charged with responsibility for women's affairs, were particularly concerned with the interaction between economic and women's issues.

A communique released at the end of the three-day meeting said the ministers were conscious of the deterioration in the international economic environment and its impact in all sectors of policy development. In this regard, they reaffirmed the importance of co-operation among Commonwealth governments to explore ways of ensuring that economic planning involved women.

A plan of action adopted in 1977 calls on member countries to (1) develop training material to help staff identify and examine issues relating to women and development; (2) appoint an internal committee responsible for ensuring that attention is given to women and development; (3) identify activities and mechanisms to enhance the participation of women in development programs; (4) increase the recruitment of consultants and experts in women and development issues; (5) nominate women as participants in workshops; (6) monitor and report the numbers of women participants in Commonwealth Secretariat activities; and (7) increase Commonwealth educational and training scholarships for women.

The meeting also recommended that governments set up an expert group to establish the extent of women's contributions to the economy and its implications for structural adjustment measures. The group would

also examine available evidence on the impact of structural adjustment measures on specific groups of women - women farmers, self-employed women, women employed in the public sector, and those heading households.

Delegates emphasized the need for training senior policy-makers in governments to orient and sensitise them to women's issues.

Setting the tone of the meeting Zimbabwe's Prime Minister, Robert Mugabe, said the world economic crisis throughout the 1970s and 1980s had slowed down the pace for positive change in many countries, resulting in an intensive marginalization of women in development.

Mugabe told the meeting that most countries had improved legislative systems to eliminate discrimination against women. But, he noted, in some countries the changes had been slow, "if not non-existent."

Mugabe said the economic situation posed a serious problem for development programs for women. The economic crisis had given rise to the current demands by donor countries and agencies for structural adjustments in recipient countries. The issue of women in development is a crossroads due partly to the current economic crisis and partly to the global recognition that the integration of women must not only be reflected in national macro-policies, but also be realized through the implementation of concrete projects, he added. Mugabe urged the conference to discuss structural adjustment and aid conditionality with a view to recommending aid programs for "adjustment and equity" to achieve equality between women and men. He condemned the existence of "negative, diehard attitudes against women and traditions which have failed to keep pace with new legislation aimed at redressing the plight of women."

"This situation should not be allowed to continue, for culture is not static and neither do the needs of the people or societies remain constant," Mugabe added. ■

BY GODFREY KARORO

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## Africa

White farmer's son, poisoned the baby born to him by his childhood sweetheart, Thebedi. At the trial the defence did not contest that there had been a love relationship between the accused and the girl...but submitted that there was no proof that the child was that of the accused. He was found not guilty.

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It has long been an accepted precept in any pedagogy for the oppressed that they must first free themselves and then free their oppressors. But in these seven stories we meet victims who become oppressors and oppressors who become victims. In South Africa, all opportunities for systematic, sequential, or even consequential freedoms seem to be lost. There will be no applause at the denouement (if it ever comes) of this ordered chaos. That the script was ever written and the farce allowed to run is shame enough on all of us - readers, viewers, investors, consumers, oppressors and victims alike. Gordimer, in this and her many other excellent works about life in her beloved country, is no sardonic doom-and-gloom seeker; nor is she an idle dreamer. She is simply a writer with a mission to tell the truth to touch the heart, to tussle injustice.

Jennifer Amoah is a school librarian in Mississauga



By Jennifer Amoah

Nadine Gordimer's exposés of the everyday lives of ordinary people in South Africa are far louder than any politician's cries for economic sanctions. Acclaimed internationally as one of the finest contemporary writers in the English language, Gordimer uses her craft to penetrate the human heart, infusing incisive honesty and subtle compassion. Even pleas by the clergy for moral justice have yet to match the conscientization she has achieved with a narrative skill that's uniquely hers.

In *Six Feet of the Country* (Toronto: Penguin Books Canada Ltd., 1986), the reader interacts with the characters in the seven short stories which comprise this book in such a way that he or she is forced to admit to the role of co-oppressor or victim by collusion.

The stories are not simply invitations for empathy. They are indictments of all who give sustenance to the South African system whether by acquiescence or apathy. The characters do not look outside of themselves for solutions. However, because of the very exemplary nature of many of their lives, their plights deserve all

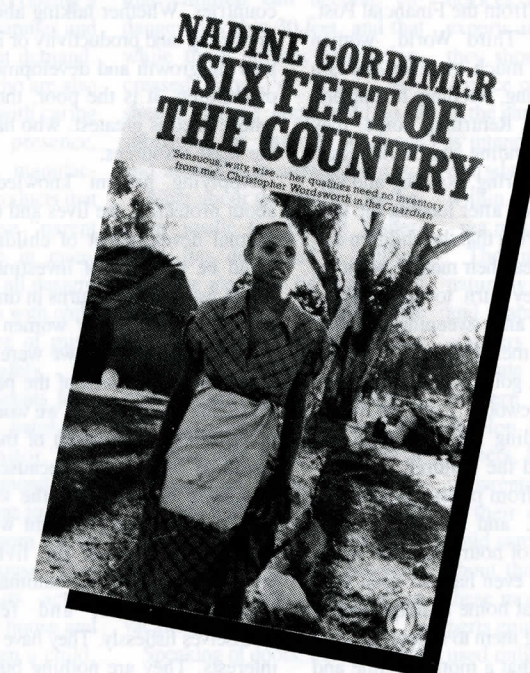
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Mrs. Bamjee, an Indian woman in the story *A Chip of Glass Ruby*, is mindful of the fact that her children's future lies in her non-violent efforts in achieving justice for all her countrymen. When asked by her husband: "Isn't it enough that you've got the Indians' troubles on your back?"

Of course, was nailed on to jail in the middle of the night.

Dr. Franz-Josef von Leinsdorf, an expatriate geologist in the story, *City Lovers*, was charged with contravening the Immorality Act because of his affair with a non-White woman. His statement that he "accepted social distinctions between people but didn't think they should be legally imposed" was totally ignored.

In the story *Country Lovers*, Paulus Eysendyck, a wealthy





# Yes! I deserve Excellence

The development incorporating issues into the planning process international level of the second ministers response held in Zimbabwe

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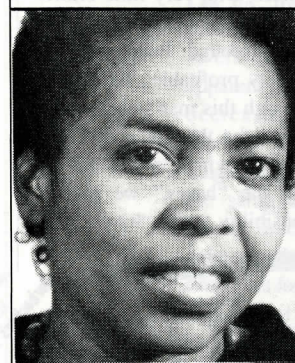
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BY GODFREY KARORO

## WRITER WITH A MISSION

*Skillfully, she exposes life in South Africa*



By Jennifer Amoah

Nadine Gordimer's exposés of the everyday lives of ordinary people in South Africa are far louder than any politician's cries for economic sanctions. Acclaimed internationally as one of the finest contemporary writers in the English language, Gordimer uses her craft to penetrate the human heart, infusing incisive honesty and subtle compassion. Even pleas by the clergy for moral justice have yet to match the conscientization she has achieved with a narrative skill that's uniquely hers.

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the international co-operation, intercession and solidarity they can get.

In the first story, *Six Feet of the Country*, we meet Lerice and her husband, a good farm couple living outside of Johannesburg. The unjust bureaucracy stretches its tentacles out to their quiet country existence, entangling them in an inept system which cannot produce the dead body it has taken away.

Mrs. Bamjee, an Indian woman in the story *A Chip of Glass Ruby*, is mindful of the fact that her children's future lies in her non-violent efforts in achieving justice for all her countrymen. When asked by her husband: "Isn't it enough that you've got the Indians' troubles on your back?"

she simply replies: "What's the difference, Yusuf? We've all got the same troubles." If this philosophy was to permeate the fabric of South African society, perhaps most of their troubles would be over soon. Mrs. Bamjee, of course, was hauled off to jail in the middle of the night.

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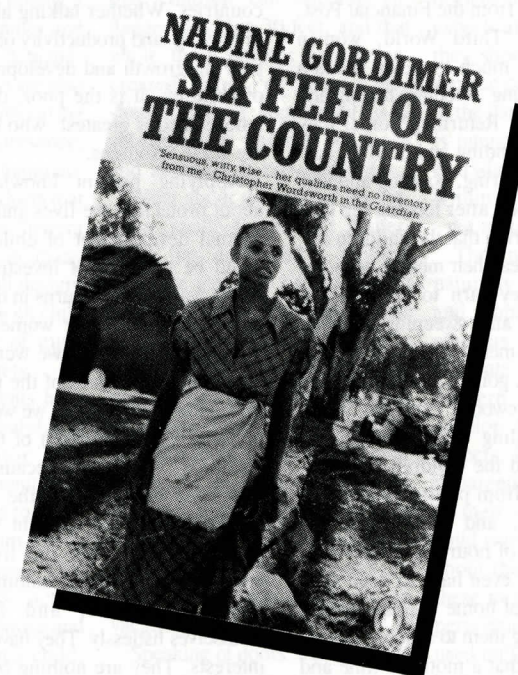
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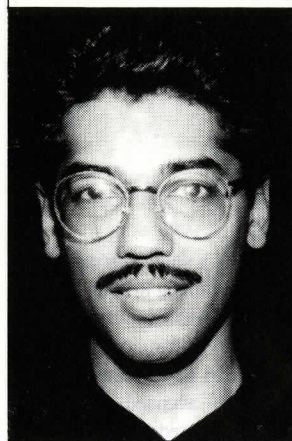
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## THE STARVING FACES OF ETHIOPIA



By Peter Deboran

where your own people are the ones who hurt you the most.

The famine is just one part of the Ethiopian's nightmare. The Marxist government buoyed by Soviet handshakes; American and European indifference; the impotence of aid agencies caught in the middle - all add to the plight. And the victims continue to be the most vulnerable, the most innocent. Like the mother and child on the cover of Time.

In the Third World today, as a result of the cumulative effect of poverty, under-nutrition and general neglect brought about by ignorance, it is the girl-child who suffers the most, from birth, really. This is reflected by small adult body size, which influences high maternal death, low birth weight and malnourished children.

Add to this the fact that women are responsible for producing more than half of all the food grown in the developing world and you get a picture as far removed from the cover of Time as Penhouse is from the Financial Post.

In the Third World, women spend as much as seven hours a day planting, weeding, hoeing and threshing. Returning home, they turn to grinding and boiling, drying and storing, cooking and serving. Later, after feeding the men and ensuring that the children eat, they will eat their meagre portions. Next, they turn to the tasks of cleaning and sweeping, bathing children, mending clothes, feeding livestock, going to the market, fetching firewood, carrying water, and tending to the old, the sick...and the children.

Apart from putting in as much as twice, and even more, the numbers of hours the men work, they may even have to keep their children at home to help, instead of sending them to school. The net result is that a mother's time and energy are eroded by both the

poverty and injustice of her circumstances.

To save an hour's walk to a clinic, and another two hours standing in line for treatment, a mother-to-be might decide not to bother with another pre-natal check-up or another immunization vaccine.

All of these demands on the energy and health of women and their children help to spotlight a most pressing problem - the problem of "reaching the poorest."

Health and malnutrition are normally concentrated among the poorest 25 to 30 per cent of a nation's people, according to UNICEF. It is also in this group that women have the least time and energy, the least information and confidence, the least chance of applying new knowledge or taking advantage of available services. Let's face it, it's still a (White) man's world.

The problem runs like a San Andreas fault through developmental aid efforts in most countries. Whether talking about improving land productivity or improving growth and development of children, it is the poor, those whose need is greatest, who have the least resources.

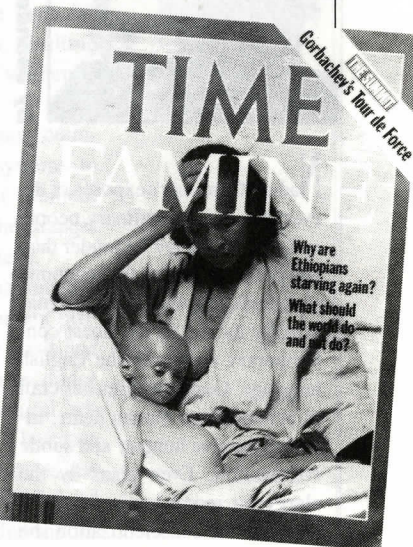
Applying present knowledge about protecting the lives and the normal development of children could be the kind of investment which would yield returns in time, money and health for women in poor communities. If we were to look behind the faces of the people on the cover of Time we would be appalled at the depth of their condition. Simply put, because of prolonged malnutrition, the victims of famine and drought who do survive, are like the living dead. They perform automatic bodily functions, and feed themselves listlessly. They have no interests. They are nothing but a drain on their countries and a

burden to existing families.

In order to contract this, women in poor countries need our support - from their own societies, from the international community and above all, from men.

Ask any expert. The world can feed itself with very little effort, but the change in the status quo will be profound. Business, as it is, is very profitable. Too bad.

Through this man's eyes, there go I but for the grace of God. Whatever divination has put us among the "haves," we have a responsibility to the "have-nots."



Or we will all go down together.

More significantly, one could surmise...that the dying child could be the next Martin Luther King jr.; the emaciated child, the next Einstein; the child who is nothing but an empty husk could have been the person who brings a lasting peace to the world and welcomes back the laughter and joy of children everywhere.

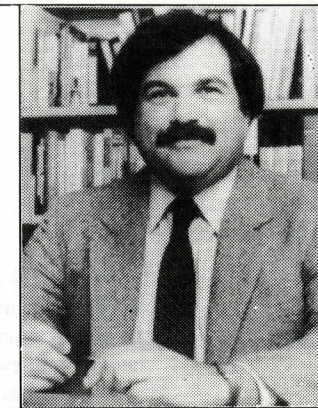
Not a bad expectation, is it?

**Peter H. Deboran is a special assistant in the Ministry of Citizenship and Race Relations. He is a former Communications Co-ordinator for UNICEF in Ontario.**

## PARENT HELPERS

New technologies can aid careful parents

By DR. JEFFERY DEREVENSKY



As the traditional role of the parent has changed over the past several decades, one of the most apparent consequences has been a decreasing amount of time available to spend with children. Single and two-parent families face the same dilemma - balancing quality time at home with hectic careers and social schedules. The prognosis for families of the 1990s and beyond is no doubt more of the same.

That is not to say that today's parents care any less for their children than parents did 20 or 30 years ago. Instead, child-rearing has become more a matter of choice. Adults who choose to have children often do so to enrich their lives...not to become the sole focus of them.

This new approach to raising a family has put live-in nannies and daycare centres in great demand. And now, for parents who are also looking for assistance with caring for children in their presence, several innovative toy manufacturers have marketed products that help them do so. These "parent helper" devices come in many sizes, shapes and uses, all designed to assist busy parents with child care and provide peace of mind with regard to child safety.

One product that parents have found to be extremely helpful is the "Nursery Monitor." A sophisticated, wireless monitoring device, it enables parents to listen into their child's room from another part of the house. This parent helper permits active parents to go about the house and immediately know when a child, usually an infant, awakens or cries

out from his crib. It is a one-way walkie talkie that also allows parents to monitor activities of older children as they play. New "Child Finder" electronic products are also available to help parents keep tabs on children. Sold under a variety of names, these wireless units emit a warning signal when a child wanders more than 30 feet from the parent. The child wears a small transmitter and the parent carries a receiver.

These devices can come with a number of features: a "panic" button that the child can depress if he or she is lost, hurt or in trouble; a tracking signal that indicates the direction the child has wandered in; and an automatic warning signal that goes off if the transmitter becomes submersed in water. However, parents should not forget that children can become endangered within 30 feet, and that while these devices provide increased peace of mind, they should not be considered as a substitute for parental guidance and attention in crowded areas.

What about the toddler on-the-move inside the house? Fisher-Price has developed a motion-sensitive alarm to be attached to doors leading to places where the parent does not want the child to go. An alarm sounds when the door the unit is attached to is opened. While these types of units are not designed to act as burglar alarms or as safety devices for medicine cabinets, they do help parents monitor the opening of doors in the home or in hotels or motels while the family is on vacation.

Speaking of doors, many parents can relate their frustration to the

countless number of times they have had to spend slowly closing their child's door at night because he or she is afraid of the dark. Fisher-Price has a solution that matches children's two most common comforts at night - a small light and soft music.

Called the "Musical Light Dimmer," this nighttime companion helps reduce the normal fear of darkness and eases the child to sleep by playing rhythmical music and dimming the child's lamp. Another feature of the Dimmer is an illuminated touch pad which, when pressed, will increase the intensity of the lamp to the desired level. While acting as a night light, it often provides the young child with reassurance that the light can be easily turned on.

With all these parent helper devices, medical and child safety experts are quick to point out that they should never be allowed to replace common sense on behalf of the parent. Each of the products is intended to assist parents with everyday care of their children within the context of a busy day - not replace parental supervision.

The infant or young child is naturally curious, highly active and capable of countless encounters that may or may not translate into safety concerns. Modern technology has helped develop these and other parent helpers, but they are only useful if parents are in close proximity to their children. In fact, while child care professionals are excited about the potential usefulness of these monitoring devices, the experts emphasize that they are best used only as a support system for both parents or babysitters.

**Dr. Derevensky is Associate Professor, Department of Educational Psychology and Counselling, McGill University.**



## PLAN NOW FOR RETIREMENT

**R**etirement is a special time. It marks the beginning of an entirely new set of challenges, opportunities and rewards.

Research has shown that successful retirement is the result of effective planning. However, many Canadians do not adequately prepare for their post-employed years. In fact, statistics reveal that 75 per cent of Canadians age 65 or older live on less than \$25,000 a year; that the median income is \$14,232; and that 38 per cent get by on less than \$12,000 annually.

The problem is that we start planning too late. And it's the middle class that seems to get hit the hardest. The poor, who have been scraping by all their lives, will continue to do so, but middle-class people aren't ready for the drop in living standards that they often suffer when their incomes plummet.

More Canadians are discovering that a secure financial future cannot be based on benefits derived solely from employee pension funds and government payments. While government benefits have increased, they can't be regarded as a sole source of retirement income; additional savings and investment income is imperative today to offset constant increases in the cost of living.

Many financial planners advocate that retirees have their houses and late-model cars paid for before leaving the workforce. They also recommend that workers contribute at least five to 10 per cent of their gross income into savings and conservative investments.

How early is early enough to start planning for your retirement? As a rule, experts believe that regular deposits to personal and spousal RRSPs should start between 35-40. By saving a maximum of 10 per cent of your pre-tax income each year from your thirties on, you will be well on the way to a worry-free retirement.

And what if you are over 40? It's

still not too late. You'll just have to place a larger portion of your earnings in registered plans, annuities and safe investments. An important rule of thumb to keep in mind is that if you want to maintain your pre-retirement standard of living, you will require between 60 to 80 per cent of your former pre-tax earnings (the lesser of the two figures applies to larger income households).

What are some of the private retirement programs which you should be considering to complement social security income and private pensions? At the least, you should become knowledgeable about the wide variety of RRSPs, annuities and RRIFs in the market.

Registered Retirement Savings Plans (RRSPs) are the most popular retirement programs. Many people, however, do not realize that there are a diversity of investments that qualify under the program including "fixed income funds," "equity funds," "annuity contracts" with guaranteed or variable payments, and "do-it-yourself" self-administered plans.

It's important to know that you don't have to invest in only one kind of RRSP. You and your spouse can have as many RRSPs as you desire with different companies. Your only limitation is that you can't exceed the annual contribution limit. RRSP contributions can continue until you reach the age of 71.

After reaching your maturity date, retirement income can be paid out in a number of ways. Of course you can de-register the RRSP and remove all the money at once, but most people don't want to do this because they will then have to pay taxes on the total amount received. In most cases, the need of the retiree is not for cash, but for a continuing income.

At the time of RRSP maturity, most retirees purchase an annuity or transfer funds to a RRIF

(Registered Retirement Income Fund). Annuities purchased with RRSP funds usually fall into two categories. A "life annuity," provides the higher income, and is the only retirement income vehicle which can provide an income that lives at least as long as you do. To prevent loss of all capital in the event of early death, life annuities generally have a minimum time period for which income payments are guaranteed. Beyond this guaranteed time period, payments continue until your death. The second category of annuities is the "term certain" annuity, which guarantees income payments until you reach the age of 90. If you die before reaching that age, the payments are continued to your beneficiary for the remainder of the term.

Although annuities can be indexed, they generally provide level income payments for the period of time chosen; either the duration of your life, or to age 90. In contrast, the RRIF payments are generally an increasing percentage, or fraction, of the total amount in the fund. RRIF payments are generally lower at the outset of the program, and reach their peak as you approach your 90th birthday. However, it is possible for you to withdraw as much money as you like from the RRIF at any time (in excess of the required minimum), bearing in mind the amount withdrawn is subject to taxation at your personal income tax rate for the year in which the money is received.

The wide variety of private retirement programs and the proposed government changes regarding contribution limits to registered plans illustrate the growing awareness of Canadians that private retirement income programs are vital to the financial security of retirees. The challenge facing workers today is to plan and save early so that they can take advantage of these opportunities. ■

## AQUA AEROBICS

Tired of jogging? Recovering from an injury? Do you have arthritis? Need a new activity that's fun and calorie-burning to help you lose weight?

Try a new, and increasingly popular aerobic activity called "aqua aerobics" or water aerobics. And you don't need to swim laps to enjoy the benefits of swimming. All you need is a small corner of the pool to start.

The big plus with water aerobics is that water supports you, therefore your chances of injury are minimal. For example, many runners who have been hurt from excessive running will choose to run laps in the pool. You don't have to run too fast to get your heart rate as high as it would go during a workout on dry land.

Another example is jumping rope on land. Jumping rope on a hard surface, like jogging on concrete, can be rough on the knees, hips and ankles. Every time you land, your lower body absorbs a shock equal to several times your body weight. Even the vibrations from landing can be harmful, travelling up your spine to your shoulders, arms and head.

But when you jump or run in the water you will find that the water acts as a giant cushion for your joints and will absorb the shock that would normally be felt on dry land. Aqua aerobics is one of the best ways to get the body conditioned overall. Twenty to 60 minutes of aqua aerobics, three times a week, is a great and fun-filled way to get in shape.

Many clubs, recreation centres and the local Y.W.C.A. have pools with scheduled aqua aerobic classes. So, everyone! Into the pool.

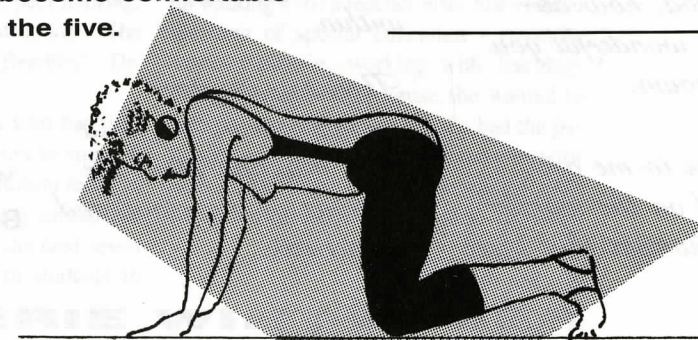
## B O D Y S H O P

**Want to tighten the back of your upper arms (tricep muscles), and strengthen and tone chest muscles (pectorals)?**

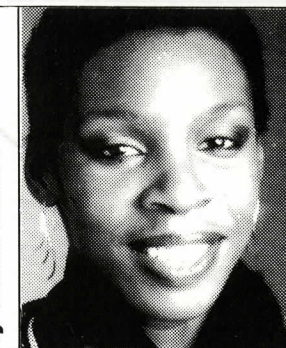
**Do it with this simple exercise.**

**Push ups (pre-beginners). Position yourself on all fours on the ground keeping hip in same position (no movement at all). Touch your nose to the ground (bending at the elbows) then push up.**

**Start with five reps (push ups) and repeat three times a week. Increase reps when you become comfortable with the five.**



By JoAnn James



## PREGNANCY AND YOUR POSTURE

"Oh, my aching back!" is a very common complaint among pregnant women, and with good reason, says childbirth educator and author, Gail Brewer.

Can this pain be related to poor posture?

"Yes, when you're pregnant, your whole body changes. For physiological reasons your back is more prone to strain. Many things are happening inside the body which allows everything to sort of loosen and soften to accommodate necessary stretching during childbirth. The weight of an enlarged uterus, due to the relaxing of the abdominal muscles, can pull the spine into a curve. Sitting and standing erect will prevent this. It can also improve circulation."

Brewer suggests using a foam wedge angled at 45 degrees under your back while sleeping as a posture aid. "You will be able to breathe much better and your lower back will be supported."



# Associating With The Flowers

*A Tribute To My Children, Family and Friends  
By Mrs. H. Mervyn Lesmond-Arthur*

*Today I held the  
blooming flowers in my  
hand and recalled*

*That a short time ago  
they hid the beauty of  
their open petals from  
the external world, so  
dry, so cold*

*With great concern I  
watered and placed them  
on the window sill*

*So that the filtering  
sunlight would help pro-  
long their existence*

*I imagined then, the  
beauty that is present  
now, adding awesomely  
to the environment*

*A cry of wonder escaped  
my lips and the sense of  
reality pervaded my  
consciousness*

*Aren't you a beauty.  
Dear God, how ab-  
solutely wonderful you  
have grown.*

*It seems to me as I  
reflected on the wonder  
of the moment that there*

*were certain similarities  
between us, the plant  
and I.*

*For years my world was  
filled with sadness and  
excruciating pain, and I  
had closed myself off*

*But I struggled on so  
than my countenance  
would not betray the  
pain I felt inside.*

*God, my children, family  
and friends nurtured me  
during those my darkest  
years.*

*Their love and patience,  
the water and sunlight  
to my inner self that lay  
so dormant in my grief.*

*They saw in me then,  
the way I feel right  
now, the sense of peace  
and strength that's deep  
within.*

*They say it often  
emanates from me, in a  
very beautiful way, the  
product of their love and  
tenderness.*

*Associating with the  
flowers has heightened in  
me not only the  
awareness of my self  
development, but also the  
fact that one needs love  
and care of friends and  
family, like the flower, to  
grow stronger and to  
bloom*

*Beautifully*

## COBWEBS

*By Elaine Summer*

*Cobwebs of loneliness  
lurking in hidden  
and not so hidden  
corners of life's room -  
Be banished.*

*With the brooms  
of knowledge  
of power  
of strength  
I sweep you from my life.  
You may try valiantly  
to return and  
re-enmesh me  
but a room swept  
conscientiously  
constantly  
will harbour no cobwebs.  
Be gone!*

## A VERY SPECIAL, SPECIAL EDUCATOR

**D**r. Ann Padmore-Assam is a special educator, both in the sense that she is trained in the field of special education, and in the sense that she is an educator who is special. For after nearly 15 years out of the classroom, spent furthering her own studies in the areas of adult education, and elementary and special education, she has returned this year to teach grade eight.

Actually, her return to the classroom is part of a carefully conceived plan. Dr. Padmore-Assam is undergoing the training necessary to become a principal, and feels that coming to grips with classroom teaching is an element vital to this process.

"It's a new experience," says this Trinidad and Tobago native with a doctorate in Elementary and Special Education from the State University of New York (SUNY) in Buffalo. "The kids are different, school is different, and there is a lot more paperwork than there used to be 15 years ago," she adds on a wry note. In addition the style of teaching has changed over the years. Today in Ontario the focus is on student-centred learning, a style that sees each student as an individual, not as merely part of a homogeneous group. This method of teaching uses group activities, peer tutoring, teamwork, and individual instruction: "The teacher has to be very flexible," Dr. Padmore-Assam points out.

It is curious that a person who has pursued her own higher education to such an extent should at this stage return to teach in a senior public school. Having earned her doctorate in 1980, she spent the next seven years working primarily with students in

detention (Toronto Board of Education, York Observation and Detention Centre), and with students who had emotional problems (Toronto Board of Education, Clarke Institute at King Edward). She was a course instructor at SUNY, in Curriculum and Study Skills, and at Brock University, in Communication Disorders and Learning Disabilities. She is currently course director in York University's Faculty of Education in the area of Special Education.

Nevertheless, Dr. Padmore-Assam began the principal's course and re-entered the classroom feeling strongly that Black children, and indeed all other visible minority students in Canada need prominent, visible role models as well as firm guidance. She believes that she can do both, and achieve personal satisfaction as well, by becoming an administrator. "I'm always telling others 'Why don't you do it?' So now I'm practising what I preach," she explains.

Like so many teachers from the Caribbean, it was almost inevitable that Ann Padmore-Assam should enter the same profession as her parents and grandparents. Her grandfather was principal of one of the biggest schools in Trinidad, Tranquility High School in Port of Spain, while her uncle was Minister of Education in Trinidad and Tobago's last government. She therefore grew up wanting to be a teacher also. She entered the area of special education - remedial work, guidance, working with learning-disabled students - because she wanted to help these students. She felt she had the patience and understanding necessary to work with such youngsters. She also studied adult education because she wanted to teach

*continued on page 36*

**BY VALERIE WINT-BAUER**



continued from page 35

trainee teachers, to pass on some knowledge and wisdom learned along the way.

Friend and one-time colleague, Jacqueline Desnoyers, says of Dr. Padmore-Assam: "Ann is very committed to her work. She's curious, enjoys learning and loves to help people. She's always seeking new ways."

During the course of her career, she spent three years in Trinidad. Having already spent three years with the Metropolitan Toronto Separate School Board as a teacher of learning-disabled students, she responded to a need she found in Trinidad by opening her own School for Learning Disabilities. Unfortunately, this school is no longer in existence, but during that time, Dr. Padmore-Assam was able to help several learning-disabled students aged seven to 15 years, and pave the way for greater attention to be paid to this problem in Trinidad and Tobago.

She also learned a vital lesson during those years - document your findings when you are trying a new technique. She had a student who was autistic. At the time she knew little about autism, but she successfully tried various techniques with the youngster. Later, as a doctoral student in Buffalo, she attended a conference on autism. There she discovered that the techniques she had used were now accepted and proven. But she had not written up her experiences and so could not claim them publicly. As a result, in her dealings with the Grade Eight guidance program and as a learning resource teacher at Lord Dufferin Senior Public School in the Regent Park area of Toronto, she now carefully documents her work, and intends to publish any new findings she turns up.

Specifically, she is interested in the development of self-esteem among students. She wants to help them channel their energies into education rather than into misbehavior. "These kids want attention," she says. "They believe they are losers and will never amount to anything, and are out to prove this. I tell them otherwise. I follow the example of Marva Collins, the American educator, and tell them 'Yes you can. Of course you can. Who says you can't?'"

Dr. Padmore-Assam meets her students twice, or more often, each week. She holds class meetings, conducts interviews with individual students, and talks with parents on an individual basis. She also teaches geography, and so uses that subject to reinforce the attitudes she tries to inculcate in

guidance class. She recently had her students do a project based on Alex Haley's **Roots**. The students researched their own "roots," then each gave a class presentation - all aimed at raising their self-esteem and interest in education.

Dr. Padmore-Assam has extended her efforts to be a role model for others beyond the classroom. She is involved with numerous organizations, including the Congress of Black Women of Canada, the National Action Committee on the Status of Women, and the North York Mayor's Committee on Multiculturalism. She is also status convener of the Toronto Women Teachers' Association, co-ordinating workshops on leadership skills and assertiveness training, to encourage women teachers to seek positions of added responsibilities.

Dr. Padmore-Assam is divorced, with no children of her own. She has little regrets, however, because she has close relationships with her numerous nieces and nephews who have lived with her at various times.

"Ann is very family-oriented," says her sister-in-law, Enid Padmore. "She has a wonderful rapport with her nieces and nephews. She takes a deep and genuine interest in their education, helping them with their studies or buying them books. They share a lot with her. She is a true friend to them and a real sister to me."

At 40-plus, Dr. Padmore-Assam says her one regret is that she will have no grandchildren of her own. However, she feels that her great nieces and nephews, when they come along, will more than make up for this.

Dr. Padmore-Assam's outlook on life is one of optimism. She faces each task with a positive attitude, and feels that although there may be setbacks or bad things that may happen, good more often comes from them in the end. "I don't let the bad things bother me unduly," she says. "The past is gone, so I look forward to the future."

Dr. Ann Padmore-Assam exudes an aura of warmth and caring. Her concerns for the students in her charge and for the future of Black Canadian children, are deep, genuine concerns. Her sister-in-law says that she is a disciplinarian, but this comes from her deep concern. "Ann is a beautiful person," says Jacqueline Desnoyers. "She has an inviting manner, and her smile lights up the world. Her beauty is not only on the surface, it's soul deep." ■



PHOTOGRAPHER: JOHN WILD



# LOOKING AHEAD TO EASTER

It seems as though it was just Christmas, doesn't it, but here we are looking forward to Easter. Already? Yep. It's just around the corner. But you needn't wait until it gets here to start planning your special Easter dinner. To assist you, we offer the following. Have fun.



## STUFFED CAPON

A Capon is a large male chicken which has been neutered. It is acceptable to substitute a small turkey should capon be unavailable.

### Ingredients

- \* 6-8 lb. Capon or turkey
- \* 3 cloves garlic, crushed
- \* 3 cups chicken broth
- \* 2 tbsp. rice flour
- \* 1 lime or lemon
- \* Seasoned salt (a pre-packaged seasoning available in any supermarket). Black pepper, freshly ground, hazelnut stuffing (see recipe following).

### METHOD

Remove any large pieces of fat from the cavity of the bird. Rinse the inside and outside of the capon with water and lime juice (2 cups of water with the juice of 1 lime or lemon).

Rub the cavity of the bird with the crushed garlic, salt and pepper, and then fill very loosely with the stuffing. Close the cavity using skewers.

Place in a roasting pan to which 1/2 cup of water has been added. Pour 1/2 cup of chicken stock over the capon and roast for 1 1/2 hours in an oven preheated to 375 degrees. Baste every 1/2 hour with the liquid in the roasting pan. If necessary, add more liquid to the pan to prevent burning. After 1 1/2 hours, reduce the heat to 325 degrees and roast for a further 1 1/4 hours, continuing the periodic basting.

Remove the capon to a serving platter. Pour off the pan juices into a bowl and using a spoon, skim as much of the fat as possible from the surface.

Where time permits, the pan juice may be refrigerated. This will solidify the fat allowing for easy removal.

Return the pan juices to the roasting pan. Add the rice flour, stirring to eliminate lumps, and cook on a stove burner for 7 minutes. Correct the seasoning, then strain into a gravy server. Serve with the capon.

## HAZELNUT STUFFING

### Ingredients

- \* 3 onions, medium-sized, chopped
- \* 3 tbsp. butter
- \* 1/2 lb. Italian sausage
- \* 1/3 cup Cognac or brandy
- \* 2 tbsp. Parsley, chopped
- \* 1 1/2 tsp. thyme, dried
- \* 1/2 tsp. salt
- \* 1 tsp. black pepper, freshly ground
- \* 4 1/2 cups bread crumbs
- \* 1 1/2 cups hazelnuts, chopped.

### Method

Saute the onion in butter. Add finely chopped sausage and cook for 10 minutes, stirring to prevent sticking or burning.

Remove from heat and drain off excess fat.

In a large bowl, combine the breadcrumbs, hazelnuts and the other ingredients. Mix well.

Add the onion and sausage mixture. Correct seasoning to taste.

## RED CABBAGE WITH APPLES

This vegetable is delicious either raw or cooked. It is a wonderful accompaniment to all pork dishes

and to roasted poultry. It is important to remember in the preparation of red cabbage, always to add lemon juice or vinegar to the water when cooking or it will turn purple.

### INGREDIENTS

- \* 1 red cabbage, medium-sized (about 2 lbs).
- \* 4 tbsp. butter
- \* 3 cooking apples
- \* 3 onions
- \* 3 cloves garlic, finely chopped
- \* 1/4 tsp. thyme
- \* 1/4 tsp. allspice
- \* 1 tsp. orange rind, grated
- \* 3 tbsp. brown sugar
- \* 3 tbsp. red wine vinegar
- \* 1/4 cup hot water,
- \* Salt
- \* Black pepper, freshly ground.

### METHOD

Wash and shred the cabbage. Cook for 10 minutes with butter, wine vinegar and 1 tablespoon of water in a covered saucepan.

After 10 minutes, add the thyme, orange rind, allspice, garlic, salt, pepper and sugar. Stir. Keep the saucepan covered but turn off the heat.

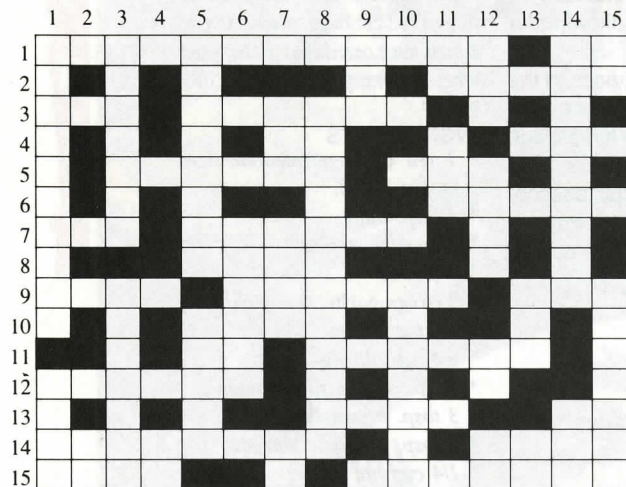
While the cabbage is being cooked, peel and core the apples, and cut into slices. Slice the onions.

In a deep, oven-proof casserole place layers of ingredients, beginning with a layer of cabbage. This should be followed with a layer of onions, and then apples. Continue this sequence of layers until the casserole is full.

Sprinkle a little brown sugar and the hot water over the top. Cover and simmer slowly for 35 minutes or until tender at 375 degrees. Serves 6-8.



# TAX TIME FUN



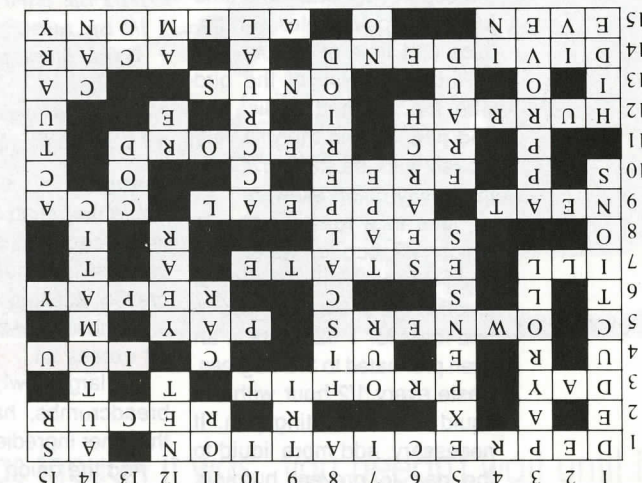
## Down

1. Lowers taxable income (pl.). - One should not do this with their income.
2. Inventory valuation (abbr.).
3. Paymaster's list. - One hopes a loan officer will \_\_\_\_\_ a loan.
4. Opposite of out.
5. Travel \_\_\_\_\_. - Cheating on taxes can result in this charge.
6. If you misplace documents, you may have to do this.
7. My (pl.). - No office should be without any. - Are expenses for hobbies tax deductible?
8. Financial time frame (2 words).
9. Try to think of threes.
10. \_\_\_\_\_ method of paying taxes.
11. Either/ \_\_\_\_\_. - Four-wheeled asset.
12. Final income. - \_\_\_\_\_ end. - With regard to. - When most people go to work.
13. Fishermen may make their income from this. - It is often incorporated (abbr.).
14. Like an adding machine. - A fisherman's catch might end up in this.
15. Senior (abbr.). - This person calculates premiums.

## Across

1. Lowers the value of something. - Take it \_\_\_\_\_ it comes.
2. Occur again.
3. Total your receipts at the end of it. - It's hard to stay in business if you don't make any \_\_\_\_\_.
4. For those out of work (abbr.). - I owe you.
5. Proprietors. - \_\_\_\_\_ day.
6. You eventually have to do this after getting a loan.
7. You might have medical expenses if you're \_\_\_\_\_. - Real \_\_\_\_\_. - Not official without one.
9. Easier for you if your books are kept this way. - Option available if you're unhappy with your tax assessment. - Capital Cost Allowance (abbr.).
10. Some lottery winnings are tax \_\_\_\_\_.
11. Revenue Canada (abbr.). - Make an entry.
12. What you say when you get your tax refund!
13. \_\_\_\_\_ of proof. - Numbers person (abbr.).
14. Income from stocks (sing.). - Something you might get a loan for (2 words).
15. Break \_\_\_\_\_. - Divorce payment.

## Solution to crosswords



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# TAKING CONTROL

## Pilot project in Bangladesh sees startling results

BY ASIF KHAN

A rural area selected for a pilot project in Bangladesh has seen a dramatic improvement in the lives of its people, with deaths falling by more than 20 per cent in the past few years. The 25-square mile area is centered around the village of Matlab, about 40 miles from the capital Dhaka. It has some 180,000 people, described as a microcosm of Bangladesh's 100 million people.

Besides a drop in deaths, it has also recorded a significant fall in the birth rate and an increase of nearly 600 per cent in the use of contraceptives. This means poor families now have fewer mouths to feed. The number of people needing hospital treatment for such debilitating and often killer diseases as diarrhoea, measles and tetanus has been cut by 40 per cent.

The story of Matlab's progress was related to a Commonwealth workshop held last year in Dhaka, by Dr. Qudsiya Akhtar, a medical researcher who has been closely involved with the project.

She said the change had been brought about by a carefully researched and planned program in which women played a key role. Areas covered included family planning, primary health care, hygiene, nutrition and vaccination. The project, run by the International Centre for Diarrhoeal Disease Research, Dhaka, was funded by several international Centre for Diarrhoeal Disease Nations Children's Fund (UNICEF) and the United Nations Development Program (UNDP).

Dr. Akhtar attributed the project's success to women's participation in it. The women of Matlab co-operated with medical teams whose members were themselves women.

She suggested that similar projects could be introduced with success elsewhere in Bangladesh and other developing countries.

Dr. Akhtar was among more than 40 delegates - mostly women - from nine countries who took part in the week-long workshop. They were drawn from among scientists and technologists, science educators and government officials concerned with science and technology. Popularisation of science and technology to enhance women's participation in these areas was the main theme of the workshop, which was inaugurated by Begum Raushan Ershad, wife of President Hussain Muhammad Ershad of Bangladesh.

Countries taking part were Australia, Bangladesh, India, Malaysia, Maldives, Nigeria, Singapore and Sri Lanka. A non-Commonwealth country, Pakistan, also participated. The workshop was arranged to encourage greater participation by women in science and technology by making them aware of its contribution to everyday life through the use of the popular media.

Practical sessions focused on the use of simple, easy-to-understand language free from technical jargon, scientific writing for newspapers and general interest magazines, public talks, radio and television appearances and press conferences. Case studies were presented from different countries, highlighting the roles played by women in science and technology at the village and advanced levels.

Begum Ershad pointed out that Asian women had long been engaged in such areas as agriculture. She stressed the need to provide modern scientific knowledge to rural women to help improve their capabilities and

efficiency. Dr. Ann Mikhelson, editor-in-chief of **Chemistry in Australia**, a magazine published in Sydney, said there was a strong case for more science writing to be done by scientists.

"Some newspaper articles tend to rely on sensationalism and may publish incorrect information written by journalists with no science training," she said. "Scientists themselves must supply the media with well-written, topical material and promote science-based activities on radio and television through such programs as quiz shows and regular features."

"Much of the appeal of TV and video games can be translated into teaching programs and games. Popularising science via the electronic media, I feel, is a most desirable approach."

Yusuf Ali of Trinidad and Tobago, who runs the Commonwealth Secretariat's radio and film service, underlined the role radio could play in popularising science and technology in rural areas where the majority of the Commonwealth's people live.

Ali, whose voice is familiar to listeners in many Commonwealth countries, said: "It's scientists and technologists who produce things for people's benefit; it's radio that can reach out to people and tell them of the importance of those things."

He added: "Because of the millions in the Commonwealth who can't read, radio provides a major means to popularise science and technology. Television, on the other hand, can be used to popularise it among the more sophisticated people in the urban areas."

The next such workshop is expected to be held in India in mid-1988.



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## SUE MILLINGEN

continued from page 20

Friends speak highly of Sue Millingen and justly so. Connie McCleod, president of McCleod Consulting Services, and a friend for six years, describes her as "warm, ambitious and hard-working." Sandra MacLennan, Director of Nursing at Lyndhurst Hospital, marvels at the "tremendous amount of respect Sue has for others," and adds that she deserves all the praise she is getting. "No one has to make Sue look good. She does that all by herself."

Success has not spoiled Sue Millingen. She has a sparkling sense of humour that helps her keep her perspective, and her feet firmly on the ground. Single and enjoying it, she balances a hectic business life with a quiet home life, where she enjoys cooking, putting in her herb garden, and being with her dog, Buster, a "loyal companion and always reliable dance partner. He's into any music that I'm into."

However, with her humour goes a more vulnerable, private side that, on the one hand is just now coming to terms with the great strides she has made in such a relatively short period, and on the other, sometimes questioning why she is not doing better. Asked if she thought her career was largely based on good luck and timing, she responds after a moment's silence: "Good luck and timing might have been my response earlier in my career, but now I credit my success to my knowledge, dedication to my work, creativity and an attention to detail."

As for the future, anything is possible. She confides she would like to start a family, possibly start her own business, and perhaps, explore her interest in politics.

To the upcoming generation of women she gives this advice: "Be ready to take a risk. Whatever it is you decide to do, give it 110 per cent. Carry every project right through to the end. And this may sound hokey, but you've really got to like yourself because you're so special. You have to have confidence in yourself. I'm still working on that."

## SAYING GOODBYE

Passing of a people person

WHEN NIGERIAN-BORN JANET ADEGOKE WAS ELECTED MAYOR OF the West London Borough of Hammersmith and Fulham in May last year, it was a fitting tribute to one who had spent much of her life fighting for the betterment of others. But the time of celebration was to be short-lived. Just five months after her astounding victory, the 45-year-old died of cervical cancer.

Politics was probably furthest from Adegoke's mind when she first decided to pursue a nursing career in Britain. But it probably was the same caring for the less fortunate which aroused the desire to be a nurse that aroused the desire to enter politics.

It was her relentless efforts in fighting for the less fortunate ones that won her recognition. She had always been convinced that "poor housing is the prime cause

of many related urban problems," and as the secretary of her neighborhood tenants association, a post she held for 12 years, Adegoke fought hard to obtain repair grants for the housing estate where she lived. Her strong interest in politics grew from her concern for people and her commitment to their welfare. First working as a Labour Party councillor, Adegoke was well known for her views on unity between Blacks and Whites. She was strongly against the move by Blacks to segregate the party. On donning the ceremonial chain of office, she focused her attention on a variety of causes: the plight of the mentally handicapped, isolated elderly and the research into sickle cell anaemia.

The mother of three was a member of the debating society of her old school, the Anglican Girls School of Ibadan, as well as

a girl guide, but she never showed any early inclinations towards public life. However, her election as mayor indicated that there might have even been bigger things in store for her in the future, such as a seat in parliament.

Adegoke never forgot her race. She was a founding member of an Afro-Caribbean group called African Link and she always found time to help Black groups in the Borough. She also cared very much for the elderly and disabled. She once said, after attending a local sports day for the handicapped: "I think people often overlook the fact that they have developed particular qualities despite their handicap." She spent much of her short time in office launching appeals for funds for the handicapped and elderly.

The youth in her community was not forgotten either. She had already begun to work to get a children's play area on one of the housing estates as well as renovations to a local community centre.

Janet Adegoke's body was flown to Nigeria and back to her old home town of Ibadan where she was buried. ■







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## ON THE RIGHT TRACK

*continued from page 3*

When I read these articles each issue, I know beyond a shadow of a doubt that we are on the right track.

We have had problems. EXCELLENCE is a very expensive proposition. And we have had to think hard and long about our options. But you know what? We don't have any. EXCELLENCE must exist.

Black and Caribbean women have fought hard against all kinds of odds and have overcome hurdles that would have set back the most stout-hearted of men and other women. And they have done so quietly, persistently and dilligently. The reason many felt there were not enough women to write about is that the stories out there were not being told, and the women themselves were not going about broadcasting their successes.

Well, that's our job. We will lift them up and show them the respect they deserve, the respect they have earned. And we will not apologize for that. We are proud of them and with each issue of EXCELLENCE that pride grows. And we know we will NEVER run out of deserving women to write about. In fact, our biggest concern is that we have to choose just a few each issue and others have to wait a while.

As I indicated before, we have had our problems. But they are behind us. We are now publishing six issues a year until the market

can accommodate a greater frequency. We have begun to include articles that we feel are of interest to women, and articles about women of a more international flavour. We hope you find these of interest to you.

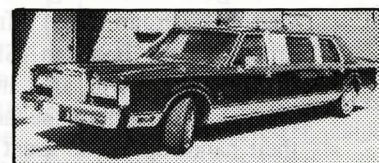
We are still developing and we are going to try new and different things as we go along. That is the only way to find out for sure what works and what does not. We do need to hear from you. Tell us what you like and what you don't like; or what you would like to see. That will give us a better idea of where we should be going in the future.

Some of you have asked about subscription renewals. Those who paid for 12 issues will receive 12 issues. And the same for those who paid for 10 issues. No one will be short-changed. We have no choice but to publish six issues at this time for economic reasons. If this magazine is to keep going we must be able to afford it. It is as simple as that. We hope that you will be understanding and continue to support us. We need to know that you are in our corner.

To all who have called to express their support and to all who have sent in subscriptions, especially in the past few weeks, we thank you.

This is going to be a great year in our community. It is going to be a year of increased levels of excellence, among our women for certain, but also among our men and our youth. Our time has come.

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- Help to organize special refuse collections for hazardous materials.
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- Encourage the use of re-usable materials.

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## WHAT WAS SAID

Do not lead me;

I may not follow.

Do not walk behind me;

I may not lead.

Come, walk beside me

and be my friend.

- Anonymous

"Man is born broken," Eugene O'Neill wrote in *The Great God Brown*. "He lives by mending. The grace of God is glue!" Which is a nice way of saying that living is the healing. vulnerability is not a weakness. It's a strength. Very few of us are tough enough to be soft.

-Merle Shain

Like men, women have many different kinds of needs. Among them are a claim to economic resources, physical health and comfort, security, personal autonomy, love, and recognition. The answer to the perennial question "What do women want?" is located somewhere in that thicket of needs ... Those women who are isolated within their families, are hard-pressed to find remunerative employment, and are blocked by illiteracy from contact with the larger society, naturally prefer childbearing to other, less tenable means of fulfillment ... Most societies are still carrying a heavy burden of outmoded notions about women. These notions fly in the face of facts that grow more conclusive day by day. The world has changed for women. Now it is time for women to start changing the world.

-Kathleen Newland

Use your thought-power every day for good purposes; be a force in the direction of evolution. Think each day of someone whom you know to be in sorrow, or suffering, or in need of help, and pour out loving thought upon him.

-Alcyone

If you have made mistakes, even serious mistakes, there is always another chance for you. And supposing you have tried and failed again and again, you may have a fresh start any moment you choose, for this thing that we call "failure" is not the falling down, but the staying down.

-Mary Pickford

No chains can hold a people who believe in themselves and in each other.

-Dr. Benjamin Hooks, at NAACP 20th Black Image Awards, 1988

Happiness makes in height for what it lacks in length.

-Anonymous

Never apologize for showing feeling. When you do so you apologize for truth.

-Benjamin Disraeli

Go often to the house of thy friend; for weeds soon choke up the unused path.

-Scandinavian proverb

You better live your best and act your best and think your best today, for today is the sure preparation for tomorrow and all the other tomorrows that follow.

-Harriet Martineau

You must grow like a tree, not like a mushroom.

-Janet Erskine Stuart

As long as you derive inner help and comfort from anything ... keep it.

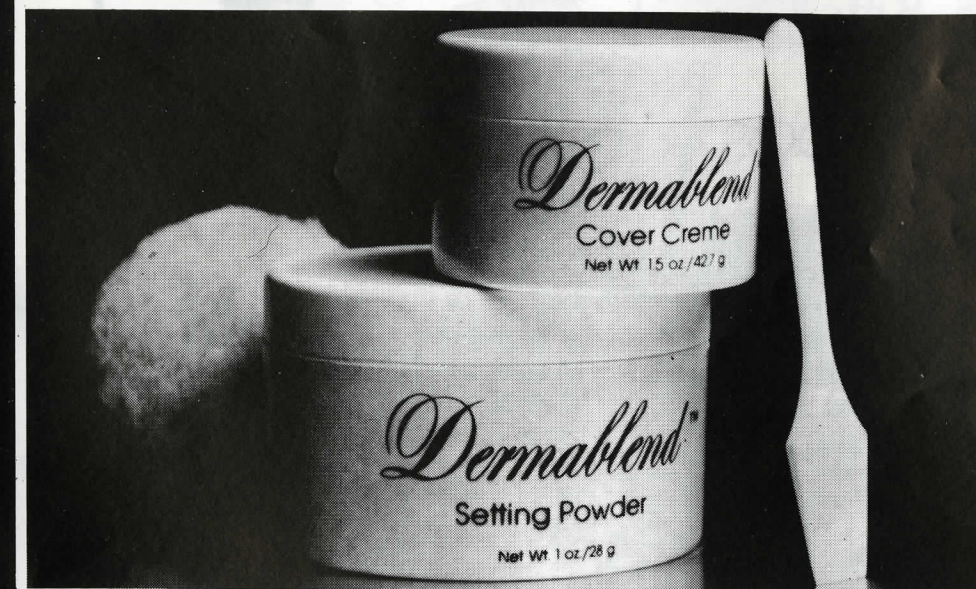
-Mohandas K. Gandhi

The first of our senses which we should take care never to let rust through disuse is that sixth sense, the imagination ... I mean the wide-open eye which leads us to always see truth more vividly, to apprehend more broadly, to concern ourselves more deeply, to be, all our life long, sensitive and awake to the power and responsibilities given to us as human beings.

-Christopher Fry

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